



South African Council
for the Architectural Profession

Annual Performance Plan 2026/27

1 April 2026



[Subject]

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**ABBREVIATIONS**

Abbreviation	Description
ALS	Architectural Learning Site
CPD	Continuous Professional Development
DPME	Department of Monitoring and Evaluation
IDoW	Identification of Work
PESTEL	Political, Economic, Social, Technological, Environmental, and Legal
RP	Registered Professional
SACAP	South African Council for the Architectural Profession
SWOT	Strengths, Weaknesses, Opportunities, and Threats
VA	Voluntary Association

1. Statement from the President

The third year of the 6th Term Council Annual Performance Plan marks a consolidation phase in SACAP's journey to strengthen regulatory excellence and professional stewardship within the architectural profession. SACAP remains firmly grounded in its statutory mandate under the Architectural Profession Act No. 44 of 2000 to regulate, protect, and promote the architectural profession in South Africa. This mandate continues to guide Council's strategic direction, oversight priorities, and performance commitments.

During this phase of implementation, Council notes with confidence the continued progress made in strengthening regulatory systems, improving turnaround times, and enhancing governance and operational controls across registration, accreditation, examinations, CPD oversight, and professional conduct processes. SACAP's regulatory framework covering education and training standards, registration criteria, continuing professional development, professional conduct, work identification, and guideline professional fees remains central to safeguarding the public and maintaining the integrity of the profession. Ongoing work to support international recognition pathways and qualification mobility further contributes to the global standing of South African architectural professionals.

Council's 6th Term Strategic Plan for 2024–2029 continues to anchor delivery against long-term outcomes: building a competent, sustainable, transformed, and ethical architectural profession. In the third APP year, attention is focused on deepening professional competence, strengthening candidate support and mentorship pathways, advancing transformation aligned with national demographics, and reinforcing ethical practice standards. These priorities are supported by improved business processes, digital enablement, and strengthened stakeholder engagement across the education, practice, and regulatory ecosystem.

Council acknowledges the contribution of registered persons, education institutions, committees, partners, and SACAP staff in advancing these objectives. The progress achieved demonstrates that disciplined governance, accountability, and service orientation remain embedded institutional values. Council remains committed to ensuring that SACAP continues to operate as an effective, transparent, and forward-looking regulator that serves both the public interest and the long-term sustainability of the architectural profession.



Ntsindiso Charles Nduku (Pr Arch)

President of the 6th Term Council

2. Statement from the Registrar

The South African Council for the Architectural Profession continues to strengthen its position as a service-driven regulator committed to efficiency, effectiveness, and accountable governance. During the third year of implementing the 6th Term Strategic Plan, the Council has maintained strong operational performance across its core regulatory and administrative functions. Turnaround times for key regulatory processes are consistently being met, reflecting improved systems, oversight, and accountability. These achievements reaffirm SACAP's commitment to efficient and effective service delivery in advancing and safeguarding the architectural profession in South Africa.

The SACAP 6th Term Strategic Plan (2024–2029) provides the guiding framework for implementation, aligning the Council's vision, mission, impact statements, strategic outcomes, and performance indicators with clear multi-year targets. The 2026/2027 Annual Performance Plan represents the third year of implementation and translates these strategic objectives into funded, measurable programmes.

Performance results reflect sustained institutional maturity, with most annual targets met or exceeded. This progress is supported by strengthened governance controls, refined business processes, and disciplined performance management practices.

Execution during the third year will be driven through approved policies, standard operating procedures, and integrated business and ICT systems, supported by capable human resources and sound financial management. SACAP will focus on priority areas, including education standards and accreditation, mentorship and candidacy development, efficient registration processes, stakeholder engagement, oversight of Continuing Professional Development, professional practice examinations, recognition of prior learning, and public awareness initiatives. Protecting the public and upholding the integrity of the profession remain central to all regulatory programmes and interventions.

Implementation of the 6th Term Strategic Plan demonstrates SACAP's commitment to advancing a competent, transformed, ethical, and sustainable architectural profession. The third year consolidates earlier gains while further strengthening institutional effectiveness, regulatory credibility, and stakeholder trust.




Advocate Toto Fiduli
Registrar

3. Official Sign-off


It is hereby certified that this Strategic Plan:


- Was developed by the management of SACAP under the guidance of the 6th Term Council;
- The strategic plan takes into account all the relevant policies and legislation mandates for which SACAP is enjoined to fulfill; and
- Accurately reflects the Impact, Outcomes, and Outputs that the South Africa Council for the Architectural Profession (SACAP) will endeavor to achieve over the period 2025 - 2029.

Approved by:

Ntsindiso Charles Nduku (Pr Arch): Signature 
6th Term President

Adv. Toto Jeremiah Fiduli: Signature 
Registrar of SACAP

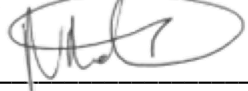
Mr. Maduwele Segobola: Signature 
CFO

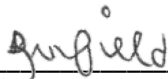
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4. PART A: OUR MANDATE

4.1 Constitutional Mandate

SACAP is a regulatory body established by an Act of Parliament. The core mandate of SACAP is to protect the public by regulating the architectural profession. SACAP does not operate in a vacuum, but within the ambit of the Constitution, the supreme law in South Africa. The following are excerpts of the constitutional mandate applicable to SACAP:

- In terms of section 22, Act No. 108 of 1996, every citizen has the right to choose their trade, occupation, or profession freely. The practice of a trade, occupation, or profession may be regulated by law. Thus, SACAP's prime mandate is to regulate the profession and protect the public.
- In terms of Section 24 of Act 108 of 1996, everyone has the right to an environment that is not harmful to their health or well-being; and to have the environment protected, for the benefit of present and future generations, through reasonable legislative and other measures that— (i) prevent pollution and ecological degradation; (ii) promote conservation; and (iii) secure ecologically sustainable development and use of natural resources while promoting justifiable economic and social development.
- In terms of Section 26 of Act 108 of 1996, everyone has the right to have access to adequate housing; the state must take reasonable legislative and other measures, within its available resources, to achieve the progressive realization of this right; No one may be evicted from their home, or have their home demolished, without an order of court made after considering all the relevant circumstances. No legislation may permit arbitrary evictions.
- In terms of Section 41 of Act 108 of 1996, all spheres of government and all organs of state within each sphere must— (a) preserve the peace, national unity and the indivisibility of the Republic; (b) secure the well-being of the people of the Republic; (c) provide effective, transparent, accountable and coherent government for the Republic as a whole; (d) be loyal to the Constitution, the Republic and its people; (e) respect the constitutional status, institutions, powers and functions of government in the other spheres; (f) not assume any power or function except those conferred on them in terms of the Constitution; (g) exercise their powers and perform their functions in a manner that does not encroach on the geographical, functional or institutional integrity of government in another sphere; and (h) co-operate with one another in mutual trust and good faith by— (i) fostering friendly relations; (ii) assisting and supporting one another; (iii) informing one another of, and consulting one another on, matters of common interest; (iv) coordinating their actions and legislation with one another; (v) adhering to agreed procedures; and (vi) avoiding legal proceedings against one another.

- Furthermore, an Act of Parliament must— (a) establish or provide for structures and institutions to promote and facilitate intergovernmental relations; and (b) provide for appropriate mechanisms and procedures to facilitate the settlement of intergovernmental disputes.
- An organ of state involved in an intergovernmental dispute must make every reasonable effort to settle the dispute using mechanisms and procedures provided for that purpose and must exhaust all other remedies before it approaches a court to resolve the dispute.
- If a court is not satisfied that the requirements of subsection (3) have been met, it may refer a dispute back to the organs of state involved.

4.2 Legislative Mandate

SACAP is legally charged to regulate the architectural profession in South Africa in terms of the Architectural Profession Act No. 44 of 2000 (“the Act”). The profession includes professional architectural professionals, professional senior architectural technologists, professional architectural technologists, professional draughtspersons, specified categories, and candidates in each of the categories of registration, all of whom are required to be registered with SACAP.

Below are the mandates as prescribed by the Architectural Profession Act:

1. Register

- a. keep a register of registered persons;
- b. decide on the form of certificates and the register to be kept;
- c. maintain a register or issuing of certificates;
- d. reviewing of the register and certificates and how alterations thereto may be affected;
- e. determine conditions for the renewal of registration;
- f. Cancel the registration of a registered person as prescribed by Section 20 of the Act.

2. Determination of fees and charges

- a. determine application fees; registration fees; and annual fees, or portion thereof, in respect of a part of a year;
- b. determine the date on which any fee or charge is payable;
- c. determine the fees, or portion thereof, payable in respect of any examination referred to in section 19, conducted by or on behalf of the Council;

3. Education in architecture

- a. Subject to sections 5 and 7 of the Higher Education Act, 1997 (Act No. 101 of 1997), conduct accreditation visits to any educational institution that has a department, school, or faculty of architecture, but must conduct at least one such visit during its term of office.
- b. Conditionally or unconditionally grant, refuse, or withdraw accreditation to all educational institutions and their educational programmes in architecture;
- c. Consult with the Council on Higher Education established in terms of the Higher Education Act, 1997, regarding matters relevant to education in architecture;
- d. Consult with the South African Qualifications Authority established by the National Qualifications Framework Act 67 of 2008, or anybody established by it, and the Voluntary Associations, to determine competency standards for registration.

- e. Establish mechanisms for registered persons to gain recognition of their qualifications and professional status in other countries;
- f. Liaise with the relevant National Standards Body established in terms of Chapter 3 of the regulations under the National Qualifications Framework Act 67 of 2008. with a view to the establishment of a standards-generating body in terms of those regulations;
- g. Recognise or withdraw the recognition of any examination contemplated in Section 19;
- h. Agree with any person or body of persons, within or outside the Republic, about the recognition of any examination or qualification for this Act;
- i. Give advice or help any educational institution, Voluntary Association, or examining body about educational facilities for and the training and education of registered persons and prospective registered persons;
- j. conduct any examination for section 19; and
- k. Determine, after consultation with the Voluntary Associations and registered persons, conditions relating to and the nature and extent of continuing education and training.
- l. Establish and administer an education fund for education, training, and continuing education and training of registered persons and students in the architectural profession.

4. General mandates of the Council

- a. Determine, subject to section 25, the requirements with which a Voluntary Association must comply to qualify for recognition by the Council;
- b. The Council may, if the Voluntary Association complies with the requirements determined in terms of section 14(d), recognize that association and issue it with a certificate of recognition;
- c. Advise the Minister, any other Minister, or the CBE on any matter relating to the architectural profession;
- d. Encourage itself to undertake research into matters relating to the architectural profession;
- e. Take any steps it considers necessary for the protection of the public in their dealings with registered persons for the maintenance of the integrity and the enhancement of the status of the architectural profession;
- f. Take any steps it considers necessary for the improvement of the standards of services rendered by registered persons;
- g. Create awareness amongst registered persons of the importance of protecting the environment against unsound architectural practices;
- h. take any steps which it considers necessary, where, as a result of architectural-related undertakings, public health and safety are prejudiced;
- i. Print, circulate, sell, and administer the publication of, and generally take any steps necessary to publish, any publication relating to the architectural profession and related matters.

5. Financial mandate

- a. Collect and invest funds of the Council;
- b. Keep full and correct account of all monies received and expended by it;

- c. Prepare a statement of income and expenditure and a balance sheet showing its financial position as at the close of the financial year to which it relates;
- d. The statement and balance sheet must be audited by an auditor registered in terms of the Public Accountants' and Auditors' Act, 1991 (Act No. 80 of 1991);
- e. Six months from the close of each financial year or such other period as may be agreed to by the Minister after a request by the Council, submit the audited statement and balance sheet to the Minister and must provide a copy to the CBE;
- f. Six months from the close of each financial year, provide the CBE with a report regarding its activities during that financial year, for section 4 of the Council for the Built Environment Act, 2000;

6. Practising architecture

- a. A person may not practise in any of the categories contemplated in subsection (1), unless he or she is registered in that category;
- b. A person who is registered in the category of candidate must perform work in the architectural profession only under the supervision and control of a professional of the same category as prescribed;
- c. A registered person must use his or her title in all architectural reports and other documentation relating to his or her work in the architectural profession, prepared by or for him or her;
- d. The council may determine abbreviations or acronyms for the titles referred to in subsection (1);
- e. A person who is not registered in terms of this Act, may not perform any kind of work identified for any category of registered persons; pretend to be, or in any manner hold or allow himself or herself to be held out as a person registered in terms of this Act; use the name of any registered person or any name or title referred to in section 18 or 21; or perform any act indicating, or calculated to lead persons to believe, that he or she is registered in terms of this Act.
- f. (4) Subsection (3)(a) of section 26 of the Act may not be construed as prohibiting any person from performing work identified in terms of this section, if such work is performed in the service of or by order of and under the direction, control, supervision of or in association with a registered person entitled to perform the work identified and who must assume responsibility for any work so performed

7. Identification of work

- a. Council must consult with all Voluntary Associations; any person; anybody; or any industry, regarding the identification of the type of architectural work that may be performed by persons registered, and
- b. After the process of consultation, the council must submit recommendations to the CBE regarding the work identified in terms of subsection (1), for its consideration and identification in terms

of section 20 of the Council for the Built Environment Act, 2000.

8. Professional Guideline Fees

- a. Council must annually, after consultation with the Voluntary Associations, determine guideline professional fees and publish those fees in the Gazette; and
- b. Ensure that the principles upon which the determination of fees that registered persons are entitled to charge in terms of Section 34 of the Act are in accordance with any legislation relating to the promotion of competition

9. Professional conduct

- a. Council must, in consultation with the CBE, voluntary associations, and registered persons, draw up a code of conduct for registered persons;
- b. Council must administer the code of conduct and must ensure that the code is available to all members of the public at all reasonable times.

10. Investigation of charge of improper conduct

- a. Council must investigate any complaint where Council has reasonable grounds to suspect that a registered person has committed an act which may render him or her guilty of improper conduct; or a complaint, charge, or allegation of improper conduct has been brought against a registered person by any person;
- b. If the Council is convinced that sufficient grounds exist for a charge to be preferred against such a registered person. The council must furnish a charge sheet to the registered person.

11. Appeals

- a. A registered person found guilty of improper conduct may appeal to the Council against a finding of the disciplinary tribunal or against the sentence, or both;
- b. A registered person may, on payment of the prescribed fees and within 30 days from the date on which the refusal or cancellation came to his or her knowledge, appeal to the council against that decision.

4.3 Institutional Policies and Strategies Over the Planning Period

4.3.1 Human Resources (manual) Policy

To outline SACAP's expectations and procedures regarding various aspects of employment, such as recruitment and selection, performance management, workplace conduct, etc.

4.3.2 Remote Working Policy

To outline the expectations, guidelines, and procedures for SACAP employees working outside of the specified office setting.

4.3.3 ICT Security Policy

To specify Information Communication and Technology policies and procedures necessary to ensure the effective, secure, and appropriate use of Council information resources and services.

4.3.4 Finance Policy

To provide a set of comprehensive guidelines to regulate the financial administration systems of SACAP.

4.3.5 Supply Chain Management Policy

To provide a comprehensive policy framework to regulate the Supply Chain Management of the Council and to ensure compliance with acceptable practices, applicable laws, and regulations. To ensure an appropriate procurement and provisioning system that is fair, equitable, transparent, competitive, and cost-effective, and aligned with this 6th Term Council Strategic Plan.

4.3.6 Social Responsibility Policy

To govern corporate social responsibility, and thus create awareness among the public about SACAP's societal role and its mandate as envisaged in the Architectural Profession Act. This policy highlights the corporate social responsibility principles and practices of SACAP to achieve the highest standards of responsible organisational practice and sustainability.

4.3.7 Stakeholder Engagement Policy

To provide a framework within which SACAP communicates with its various stakeholders, and to provide guidelines for the usage of communication tools aligned to the SACAP Strategic Plan.

4.3.8 Registration Policy

To streamline and set clear guidelines for the processing of registration applications.

4.3.9 Professional Practice Examination Policy

To set out clear guidelines for the writing and passing of the Professional Practice Examination (PPE), with a focus on both a Practical Training programme and the examinations.

4.3.10 Rules for Inquiry into Alleged Improper Conduct

To outline the procedures for investigating and addressing allegations of unprofessional conduct by registered professionals.

4.3.11 Appeal Guidelines

To guide Council members on procedures to be adopted when presiding over appeal proceedings.

4.3.12 Policy on the removal of findings and sanctions from the government gazette

To outline guidelines and procedures for removing findings of wrongdoing and associated sanctions from a government gazette. It details the steps and criteria necessary for individuals or entities to have negative records officially removed or amended in official government publications.

4.4 Relevant Court Proceedings

4.4.1 SACAP vs CBE & Mark D. Oates – Case No: A206/22

4.4.2 SACAP vs Marella O'Reilly Case No: 28641/2019

4.4.3 SACAP vs Joseph Ndaba Case No: 2025-138536

5. PART B: OUR STRATEGIC FOCUS

5.1 Vision

Transformed Architectural leaders serving society in a sustainable built environment.

5.2 Mission

The mission matches the impact statements developed by SACAP. The mission is as follows:

- a) A capacitated sustainable Architectural Profession
- b) A transformed Architectural Profession
- c) An Architectural Profession committed to professional ethics

5.3 Values

- a) **Responsibility:** Being accountable for our decisions and actions
- b) **Excellence:** Promoting high standards
- c) **Integrity:** Ethical behaviour, honesty, and trustworthiness
- d) **Respect:** Ethos of dignity, tolerance, and consideration
- e) **Transparency:** Appropriate disclosure of information and open debate
- f) **Cohesiveness:** Shared, coherent values and aspirations

5.4 Situational Analysis

- a) SACAP celebrates and acknowledges the 5th Term Council for their remarkable success in establishing a solid and stable foundation upon which the organisation can grow. The 6th Term Council is now focused on expanding and moving the organisation to greater heights and making a transformative impact not just for our Registered Persons, but society as a whole.
- b) The Council has adopted the Government Results-based approach, and the utilisation of the Revised Framework for Strategic Plans and Annual Performance Plans, for this strategic cycle of 2025 – 2029.
- c) This strategic plan and perspective on the environment are informed by three fundamental pillars of Growth, Transformation, and Sustainability. These pillars were selected as being crucial for the long-term success and relevance of SACAP, and by extension, the South African architectural profession. This is with the understanding that the success of the profession going forward will be driven by the perception that the built environment holds of us and the value we create in the world we operate in. A summary of each pillar is indicated below.
- d) The **growth** pillar is about fostering a competent and thriving professional community that contributes to a high-quality built environment in South Africa.
- e) The **transformation** pillar seeks to ensure that the profession is representative of all the races in South Africa and that all architectural practises thrive, particularly practices owned by blacks, women, youth, and persons with disabilities.

- f) The **sustainability** pillar is aimed at ensuring the long-term viability of the architectural profession in South Africa.

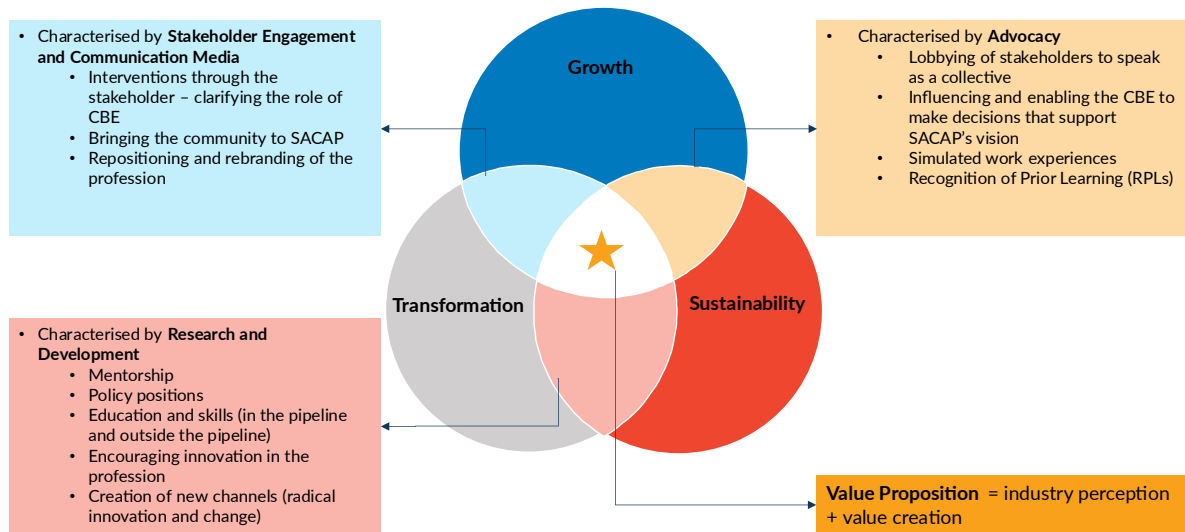


Figure 1: Three fundamental pillars shaping the SACAP Strategic Plan

In line with the three pillars, an analytical framework was put in place to reflect the dynamic environment within which SACAP operates and to capture the emerging nexus within the South African architectural space. As a result, the external and internal environments were analysed using the framework.

1. Growth

- Educational Institutions* – architectural learning sites (ALSs) fuel the supply of architectural professionals by providing quality education and training.
- Professional Associations and Bodies* – voluntary associations working with SACAP promote the profession and advocate for architectural professionals' interests.
- Continuing Professional Development* - ongoing training and development ensure architectural professionals stay relevant and competitive, aligning their skills with market demands. This includes CPD compliance, ensuring that architectural professionals enhance their knowledge and competence.
- Outreach and Awareness* - initiatives to increase public awareness about the importance and role of the architectural profession within communities.
- Community Involvement* - architectural professionals engaging in community projects can demonstrate the value and impact of their work, stimulating demand.

2. Transformation

- Redressing Historical Imbalances* - involves addressing the legacy of apartheid and its impact on the architectural profession, particularly the underrepresentation of black and minority architectural professionals in the SACAP register. It also includes actively promoting access to education, mentorship, and career opportunities for individuals from historically disadvantaged backgrounds.
- Promoting Diversity and Inclusion* - to create a profession that reflects the demographic makeup of South Africa, ensuring equal opportunities for participation and advancement for all individuals regardless of race, gender, disability, or other factors.

- c. *Broadening Access to the Profession* - making the architectural profession more accessible to individuals from diverse backgrounds. This includes addressing financial barriers to education and training through scholarships and bursaries, as well as promoting awareness of career opportunities in architecture within disadvantaged communities.
- d. *Collaboration and Stakeholder Engagement* - SACAP actively collaborates with educational institutions, government agencies, professional bodies, and communities to develop and implement effective transformation initiatives.
- e. *Continuous Monitoring and Evaluation* - SACAP recognizes that transformation is an ongoing process and requires continuous monitoring and evaluation. This involves setting measurable targets, tracking progress, and adapting strategies as needed to ensure that the desired outcomes are achieved.

3. Sustainability

- a. *Fair Procurement Practices* - SACAP advocates for fair and transparent procurement processes that support the growth and development of diverse architectural firms, particularly those from historically disadvantaged backgrounds.
- b. *Collaboration and Advocacy* - collaborating with government agencies, professional bodies, educational institutions, and other stakeholders to develop and implement policies and initiatives that support sustainability. This includes advocacy for regulations, funding mechanisms, and best practices that contribute to a thriving and sustainable architectural sector.
- c. *Representation* - SACAP participation in committees and initiatives that advocate for the interests of architectural professionals and influence policy decisions impacting the profession.
- d. *Unlocking Infrastructure Spending* - boosting investor confidence and attracting funding for infrastructure and development projects. This increases project spending within the architectural industry and fosters a cycle of investment and job creation.
- e. *Community Involvement* - SACAP recognizes the importance of involving communities in the design and development of projects that impact them. This fosters ownership and ensures that projects are responsive to local needs and aspirations.

5.5 External Environment Analysis

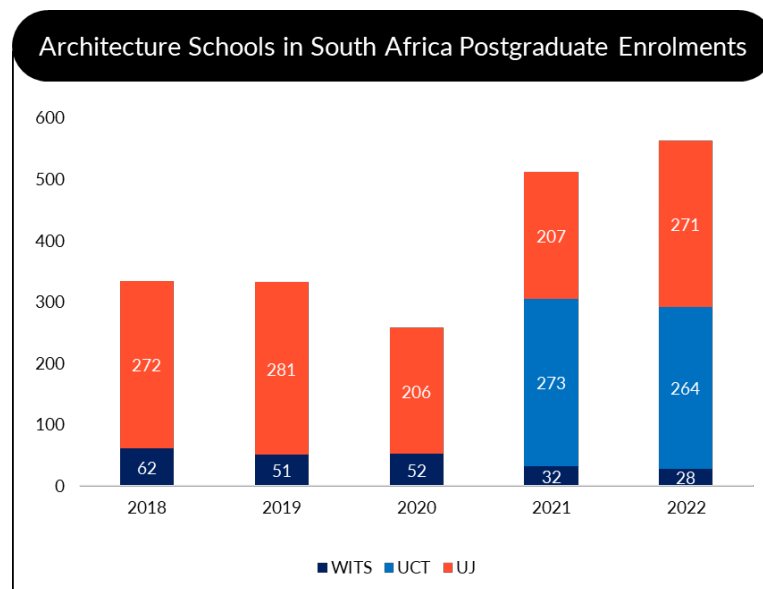
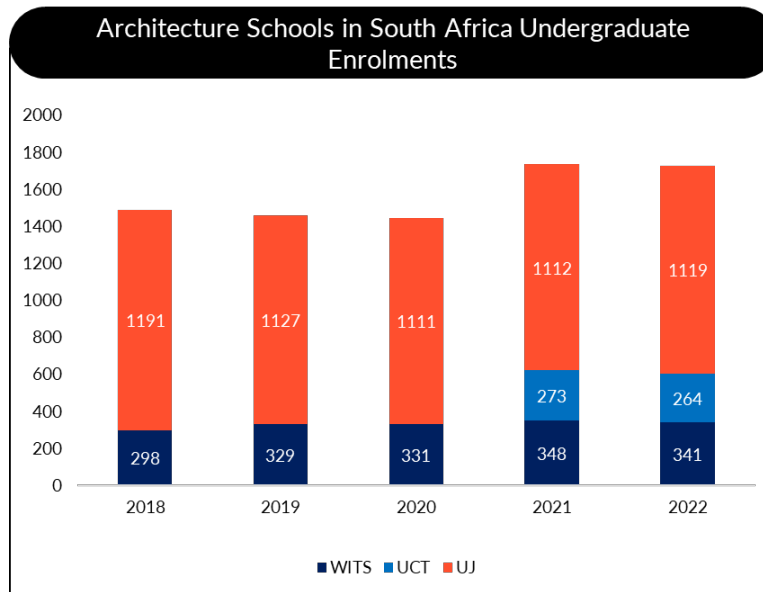
An examination of the external environment in line with the analysis framework revealed key trends impacting the architectural profession, and these are outlined below.

5.5.1 Enrolment of Students in Architectural Learning Sites

An analysis was conducted to identify the enrolment trends in the Built Environment across some of the educational institutions that offer Architectural studies in South Africa.

The enrolments of three Architecture universities in South Africa were analysed, including both undergraduate and postgraduate places per year. The number of enrolments per year remains relatively consistent. It can be noticed that despite the COVID-19 years, the enrolment remained stable. The University of Johannesburg is noted to take in the most amount of Architecture and design students.

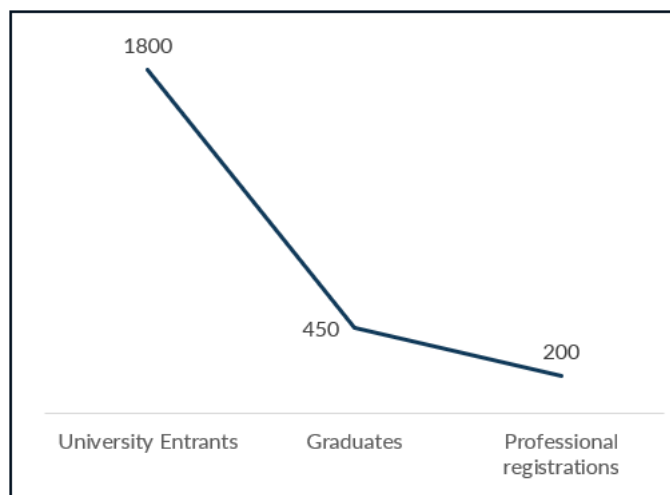
This is attributed to the fact that they offer a larger set of electives and majors for the degree, including Landscape Architecture, Urban Design, and pure Architecture.



Wits University Facts and Figures 2022; University of Cape Town EBE Annual Report 2021 and 2022 ; UJ Annual Report 2020-2022

Figure 2: South African University enrolments for Architectural students

ALSs across the country fuel the supply of architectural professionals; however, a low percentage proceed to register with SACAP. It is observed that only 25% of university entrants graduate, and 44% of the graduates proceed to register with SACAP. Findings from the survey reveal that the low registration rates are mainly due to the inability to afford the registration fee, lack of employment opportunities, and the decision to change fields.



Transformation of the Architectural Profession in South Africa, Ispos Report for SACAP 2023

Figure 3: University throughput and professional registration

5.5.2 Continued Professional Development (CPD) Training Opportunities

Continuing Professional Development plays a critical role in every architectural professional's career journey. It fosters the progression of graduates towards becoming proficient candidates and, ultimately, registered professionals. For those already registered, active engagement in CPD is essential to maintain their professional standing with SACAP.

SACAP champions this growth by ensuring that Voluntary Associations offer diverse CPD training opportunities, ensuring registered professionals stay abreast of industry trends, regulations, and best practices. Some of the valuable CPD training opportunities are outlined below.

- a) **Workshops and Seminars:** Recognised Voluntary Associations (VA) organises workshops and seminars on various topics relevant to architectural practice, such as sustainable design, building regulations, project management, and professional ethics. These events often feature expert speakers and provide opportunities for networking and knowledge sharing among professionals.
- b) **Online Courses and Webinars:** VA offers online CPD courses and webinars that allow professionals to conveniently access training materials from anywhere with an internet connection. These courses cover a wide range of topics and may include interactive elements such as quizzes or discussion forums.
- c) **Industry Conferences and Events:** SACAP and VA sponsor or endorse industry conferences, exhibitions, and roadshows where professionals can participate in CPD activities, attend educational sessions, and learn about the latest advancements in architecture and the built environment. This is often done in conjunction with VAs.
- d) **Technical Training Programs:** VAs collaborate with industry partners and training providers to offer technical training programs focused on specific areas of architectural practice, such as building technology, construction methods, and digital design tools.
- e) **Research and Publications:** SACAP supports research initiatives and publishes educational materials, guidelines, and best practice documents that contribute to the professional development of architectural practitioners. Professionals can engage with these resources as part of their CPD activities.

- f) **Practice Management and Business Skills:** SACAP and VAs recognise the importance of business skills and practice management in architectural practice and offer CPD training opportunities in areas such as marketing, financial management, and client relations.
- g) **Regulatory Updates and Compliance Training:** SACAP and VAs provide CPD training related to regulatory updates, changes in legislation, and compliance requirements affecting architectural practice in South Africa. This ensures that professionals stay informed and compliant with relevant regulations and standards.
- h) While SACAP and VAs may offer a variety of CPD training opportunities as stated above, the attendance of registered professionals at these events can vary depending on factors such as availability, relevance, location, and individual professional interests and priorities.

5.5.3 Outreach and Awareness Programs

SACAP engages in various outreach programs aimed at promoting architecture as a profession, supporting architectural education, and fostering community engagement. These outreach efforts include:

- a) **Architectural Education Initiatives:** SACAP collaborates with educational institutions, such as universities and technical colleges, to support architectural education and training programs. This involves providing scholarships, grants, or resources to students pursuing careers in architecture.
- b) **Public Awareness Campaigns:** SACAP launches public awareness campaigns to highlight the importance of architecture in shaping communities, promoting sustainable design practices, and raising awareness about the role of architectural professionals in the built environment. These campaigns may include events, exhibitions, and media outreach efforts, including radio and television, as well as municipal roadshows.
- c) **Community Engagement Projects:** SACAP facilitates community engagement projects that involve architectural professionals working directly with communities to address their architectural needs and challenges. This could include designing and implementing projects such as affordable housing, community centres, or public spaces that enhance the quality of life.
- d) **Partnerships with Industry Stakeholders:** SACAP engages and forms partnerships with government agencies, industry associations, and other stakeholders to advocate for policies and initiatives that promote the architectural profession and advance the quality of the built environment. These partnerships may involve joint advocacy efforts, research collaborations, or industry forums.
- e) **Youth Outreach and Mentorship Programs:** SACAP develops outreach programs aimed at inspiring and mentoring young people who are interested in pursuing careers in architecture. This involves mentorship programs, career fairs, and outreach activities targeting schools and youth organisations.

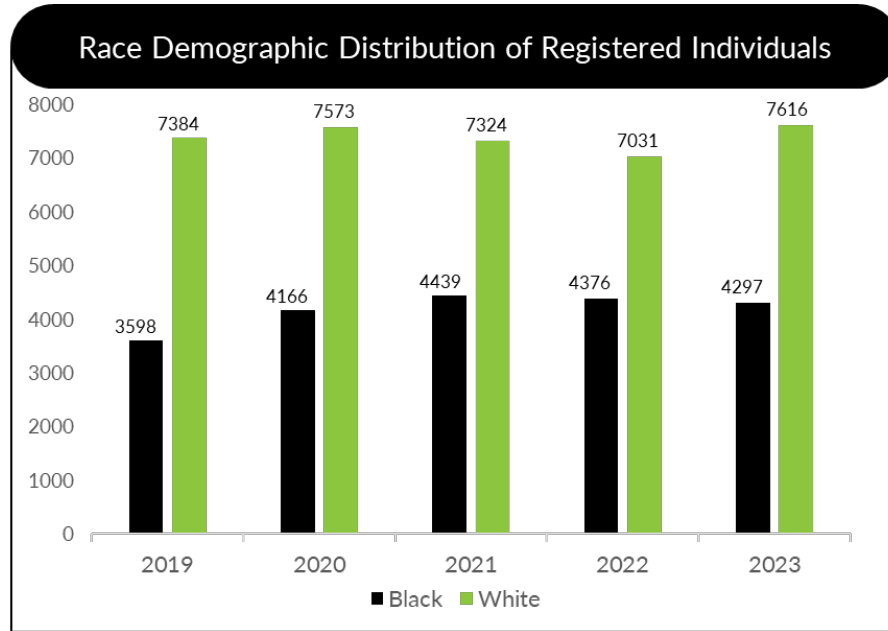
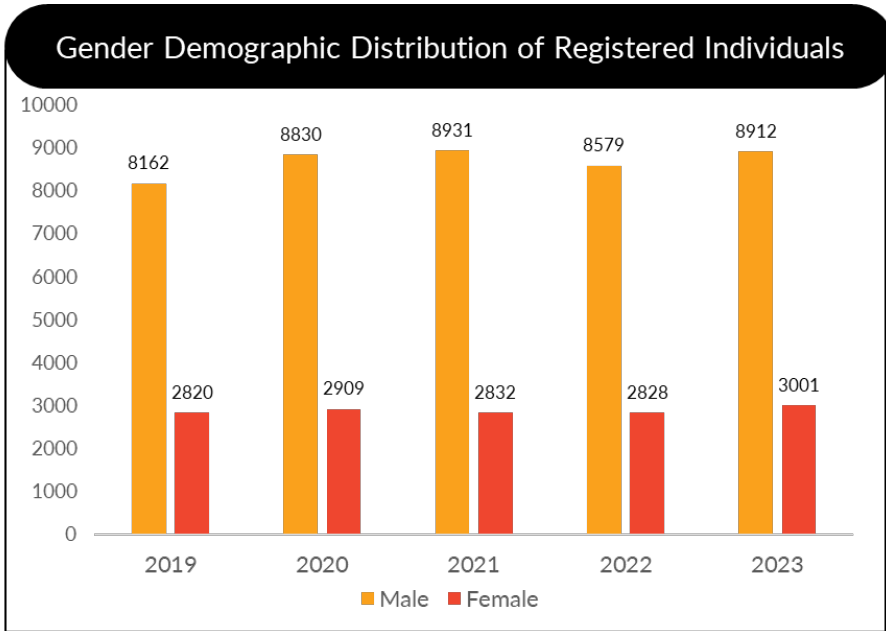
SACAP's priority is to focus its outreach efforts on rural and township communities for this strategic cycle.

5.5.4 Diversity and Inclusion

An analysis of registrations across designated groups was conducted to understand the dynamics of diversity and inclusion within the architectural profession. This revealed that gender and ethnicity remain key challenges for professions managed under SACAP, highlighting the lack of transformation.



SACAP has about 12 000 registered persons, and approximately 25% are female; whilst the register continues to be white-dominated (65%), with black registrations (which include Africans, Coloureds, and Indians) in the minority of the demographics in the register, with about 30%-40% of the total.



Percentage demographic growth in registered individuals over the past 5-year period

Significant growth in certain groups can be attributed to a low starting base.

Significant disproportionality can be observed across the 5 years, for gender demographics.



Significant disproportionality can still be observed in the 2022/2023yr race demographics

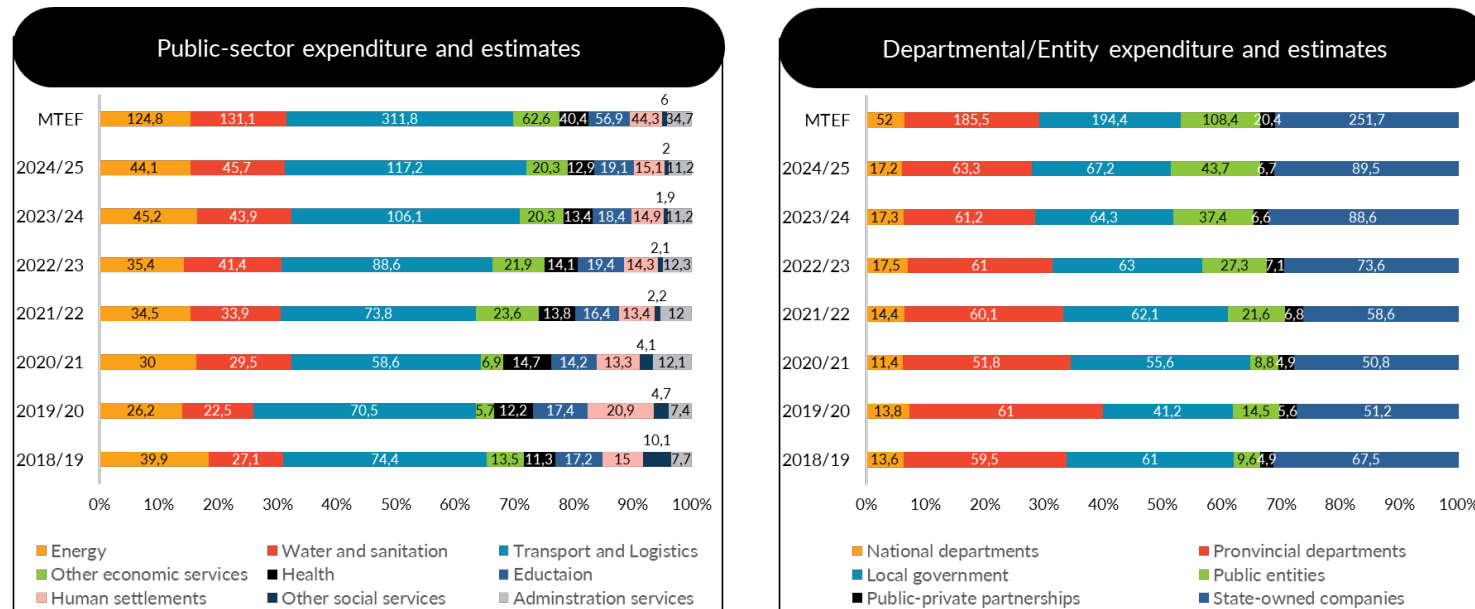


Annual Reports April 2019 to April 2023

Figure 4: Demographic distribution of the SACAP register, 2018 - 2023

5.5.5 Public Sector Infrastructure Spending

The figure below summarizes the government’s infrastructure spending and estimates across different sectors and entities.



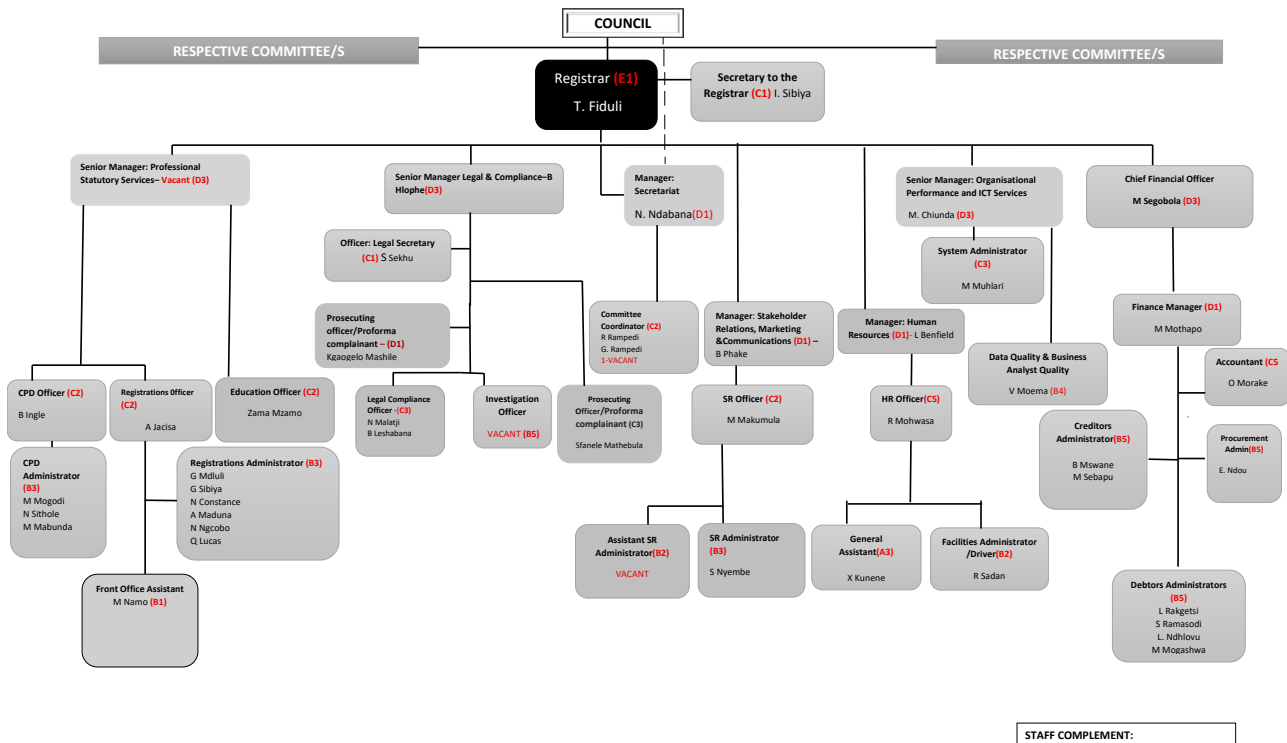
- 1 Human settlements include public housing amounting to R44.3 billion over the MTEF period.
- 2 Administration services include infrastructure spending by the departments of International Relations and Cooperation, Home Affairs, Public Works and Infrastructure, Statistics South Africa, and their entities.
- 3 Public entities are financed by capital transfers from the fiscus, and state-owned companies are financed from a combination of own revenue and borrowings.

Figure 5: Infrastructure expenditure in the public sector and departmental/entity, National Treasury

There has been an increase in investment for the 2023 budget for strategic infrastructure projects, which is reflected in the estimated spending for the next 3 years. Transport and logistics are estimated to receive the largest allocation, followed by water and sanitation. State-owned companies are expected to be the biggest investors, followed by local and provincial governments, respectively. Increased project spending will be critical in fostering a cycle of job creation and the sustainability of the architectural profession.

5.6 Internal Environment Analysis

The following figure provides an overview of SACAP’s organogram as well as the vacancies.



SACAP's organizational structure, including its hierarchical setup, departments, and reporting lines, plays a crucial role in how the institution can influence its ability to deliver on its mandate. A well-defined structure ensures clarity in roles and responsibilities, facilitating smoother operations and decision-making processes.

The governance framework of SACAP, comprising its Council, committees, and executive leadership, determines its strategic direction and policy formulation.

Internally, SACAP has met performance targets set in the previous Financial Year. The APP shows that all Employee Performance Agreements were signed by the end of April 2023. It is key to note that SACAP requires a skilled workforce with expertise in areas such as architecture, law, regulation, and administration to fulfill its mandate. Recruiting and retaining qualified personnel is essential for maintaining the organisation's regulatory capacity and competence. SACAP also managed to fill in critical vacancies in this financial year, as well as filling other positions, including Debtors Administration, Legal Prosecutor, data entry clerks, and Registration Administrator. SACAP made progress in ensuring staff were trained by conducting training courses in the relevant quarters.

Notable accomplishments of the SACAP organization during this Financial Year included the average turnaround time of one working day, via autoreply, for queries. The average turnaround time for the Q2 is 2 working days. The average turnaround time for the PSS unit in responding to email queries was one and a half days. The Call Centre escalates queries within one day of receiving emails, and Stakeholder Relations queries are resolved on average within 1 working day. The efficiency of the organization increased over the Financial Year.

Additionally, the goal was to have all registration applications assessed and concluded within 05 working days. However, the achievement fell short with the total number of registrations received being 283, and only 176 were processed within 5 days, 64 were processed over more than 5 days, and consequently, 43 applicants had outstanding documentation. SACAP took remedial action to have the registration process reviewed and identify relevant gaps. SACAP put in place a process mapping system to monitor the entire registration process, with the Senior Manager to sign off on every application.

Figure 6: SACAP organogram with vacancies (Source: Annual Report 2022/2023)

SACAP made progress with the professional development of its RPs and candidates, where SACAP was able to schedule 2 PPEs for all registered candidates who qualify to sit for the examination, as well as the evaluation of all CPD points received during the Financial Year within 30 days of receipt. Furthermore, SACAP was able to purchase the updated SANS 10400 for registered persons and extended the period of payment of annual fees for registered persons.

SACAP's use of technology and infrastructure, such as digital systems for registration, licensing, and compliance monitoring, is in aid of streamlining processes and improving efficiency. SACAP is persistent in investing in modern infrastructure to enhance its ability to deliver services promptly and adapt to changing needs. SACAP aimed to have effective implementation of succession planning and quarterly reporting, and this was achieved in Q2 when a new dashboard with all the information populated was implemented.

One of SACAP's essential functions is to focus on upholding ethical standards and enforcing disciplinary measures. Maintaining integrity and professionalism within the architectural profession requires robust mechanisms for investigating complaints, imposing sanctions, and promoting ethical behavior among members.

For SACAP to carry out its regulatory functions effectively, adequate financial resources are necessary. This includes revenue from annual fees and other sources, which fund operational expenses, regulatory activities, and capacity-building initiatives.

SACAP had to ensure the alignment of the approved budget and annual targets with the production of quarterly reports detailing the actuals versus budgets, and achieved this during the quarters in the financial year.

Further financial analysis was conducted to identify areas of concern. This is shown in the following figures.

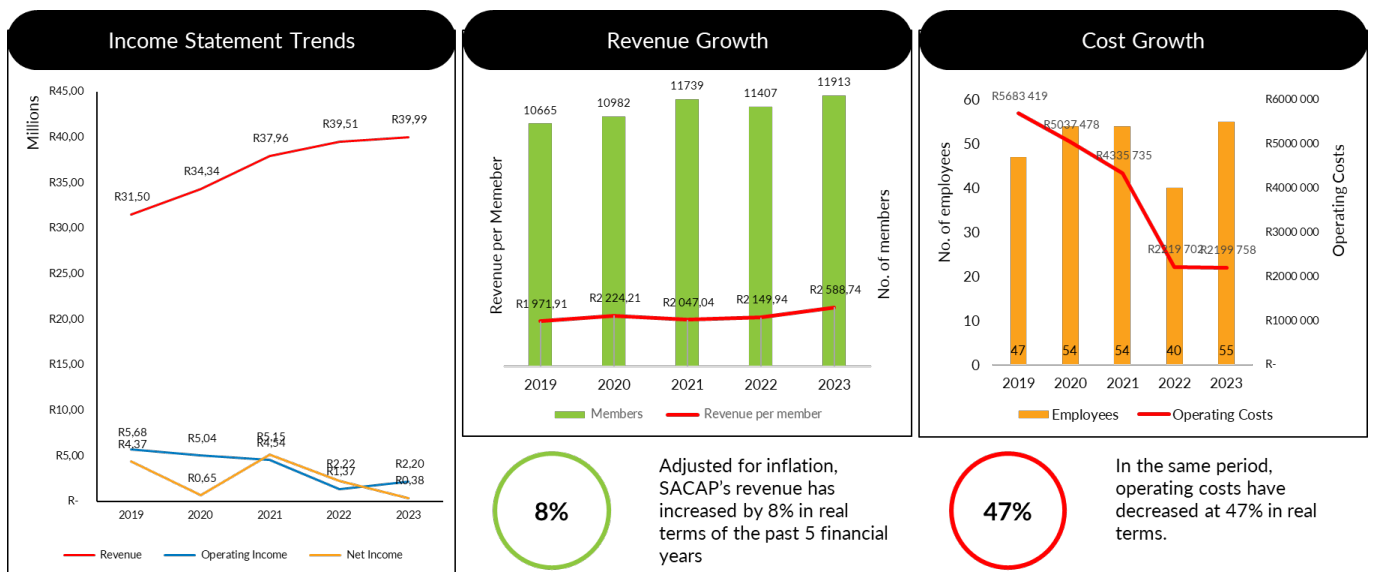


Figure 7: High-level financial analysis

By addressing the relevant internal institutional factors, SACAP can strengthen its ability to deliver on its mandate of regulating and promoting excellence in the architectural profession in South Africa.

As the number of registered persons increased, revenue has also increased in the last five financial years, and in conjunction, due to the execution of the last strategy plan, in the same period, operating costs have decreased. SACAP needs to ensure sustainable growth that is funded through adequate registration of registered persons.

For SACAP, as a regulatory body overseeing the architectural profession, compliance with B-BBEE requirements involves several aspects. These include representation, employment equity, skills development, enterprise and supplier development, and socio-economic development. In detail, representation ensures diverse representation within SACAP's governance structures, including its Council and committees, to reflect the demographics of South Africa and promote inclusivity.

Employment equity focuses on implementing policies and practices to promote employment equity within SACAP, including recruitment, training, and career development opportunities for historically disadvantaged individuals. SACAP focuses on supporting small, medium, and black-owned enterprises (SMMEs and BOEs) within the architectural industry through procurement opportunities, capacity-building initiatives, and mentorship programs, while simultaneously investing in skills development programs and initiatives to empower individuals from underrepresented groups and enhance their participation and advancement within the architectural profession.

SACAP aimed to achieve 50% of procurement awarded to service providers with level 1&2 BEE ratings in the first and second quarters. SACAP achieved 95% of procurement awarded to service providers with level 1&2 BEE ratings in the first quarter and 92% of procurement in the second quarter.

The 5th term Council appointed a transformation committee to focus on transforming and diversifying its register and influencing a transformation within the Architectural Profession as a whole.

SACAP looked at implementing initiatives aimed at promoting gender diversity and equality within the architectural profession, which includes engaging in mentorship programs, leadership training, networking opportunities, and advocacy for policies that support women in architecture. SACAP offered a free Women's Webinar on 18 August. SACAP engages in developing outreach programs and educational initiatives to encourage young people and their interest in architecture as a career path. This involves partnering with schools, universities, and youth organizations to provide information, resources, and opportunities for career exploration and development. SACAP conducted several career awareness campaigns, roadshows, and free webinars to promote its organization and the profession.

SACAP partnered with its stakeholders and Voluntary Associations to support initiatives that promote access to education and training for youth from disadvantaged backgrounds. Through partnership, SACAP advocates for universal design principles in architectural practice and provides accommodations and support services for architectural professionals and students with disabilities, in aid of helping raise awareness about the importance of accessibility in the built environment.

As a whole, SACAP aims to implement measures to promote inclusivity and accessibility within the architectural profession.

5.7 SACAP's Priorities for this Strategic Cycle

Engagements were conducted with internal SACAP stakeholders to form an understanding of the internal environment in alignment with the analysis framework. These formed part of reflections on challenges and opportunities. A summary of the key themes is outlined below.

5.7.1 Education and Development of Professionals

South Africa faces several challenges regarding its architectural professionals. Despite a population of over 60 million, only 11,500 are registered with SACAP, leading to legal and regulatory issues. Additionally, many registered professionals lack crucial updates on industry standards and ethics, potentially compromising project quality and causing delays in plan approvals. Furthermore, SACAP's limited bursary program struggles to support aspiring architectural professionals, resulting in high dropout rates and hindering the growth of the profession.

However, these challenges present opportunities for SACAP. By effectively educating professionals on the importance of registration and the benefits of Continuing Professional Development, they can create a larger pool of qualified and compliant architectural professionals. Additionally, partnering with external funding sources could expand bursary programs, nurture new talent and ensuring a skilled future workforce. Addressing these issues is crucial for SACAP to ensure the profession's ethical practice, high standards, and sustainable growth.

5.7.2 Partnerships

SACAP plays a critical role in ensuring that architectural professionals and architectural practices adhere to professional standards, ethics, and regulations. As such, SACAP engages in various relationships and partnerships to fulfil its mandate and enhance the architectural profession. By actively

engaging with its partners and stakeholders, SACAP can strengthen the regulatory framework for the architectural profession, promote excellence and integrity in architectural practice, and contribute to the built environment in South Africa.

SACAP undertakes to increase engagement with stakeholders through regular communication and collaborative projects, where joint projects are initiated to address common challenges, promote innovation, and advance the architectural profession. Furthermore, there are professional development opportunities, where training workshops, seminars, and conferences are held in collaboration with partners to provide architectural professionals with opportunities for continuous learning and skill development. Advocating for the interests of the architectural profession through partnerships with government agencies, industry associations, and other relevant stakeholders to influence policy decisions and regulatory frameworks is another strategy SACAP engages with through partnership, along with further research and knowledge sharing. Engagements in facilitating research partnerships and knowledge-sharing initiatives to advance understanding and practice in areas such as sustainable design, urban planning, and building technology.

Partnership entities include government entities, architectural firms and professionals, educational institutions, professional associations, and international organizations.

SACAP wants to create a strategy focusing on further engagement with partners and enhancing current relationships.

5.7.3 Bridging the Gap – Expanding Awareness and Access

While SACAP prioritizes public protection, a lack of awareness, particularly in rural areas, hinders this core value and the profession's transformation journey. Intensifying career awareness campaigns is crucial, leveraging larger platforms and strategies to reach diverse audiences and educate them about SACAP's regulations and how they safeguard public well-being.

Furthermore, limited exposure to the architectural profession among school children restricts the talent pool and perpetuates unequal representation. This disadvantage continues into rural communities, impeding the industry's transformation agenda. The current demographic of students and newly registered professionals remains predominantly white, highlighting the need for targeted outreach and support programs.

6. PART C: MEASURING OUR PERFORMANCE

6.1 Institutional Performance Information

6.1.1 Measuring the Impact

Impact Statement 1	A capacitated sustainable Architectural Profession
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Impact Statement 2	A Transformed Architectural Profession
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Impact Statement 3	An Architectural Profession committed to professional ethics
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6.1.2 Measuring Outcomes – Impact Statement 1

Impact Statement 1	A capacitated sustainable Architectural Profession
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Table 1: Impact 1 Outcomes

Outcome	Outcome Indicator	Baseline	5-Year Target
Professionals with relevant and required skills to create an impact in the architectural profession.	Number of registered candidates in the SACAP/CETA mentorship program.	15 registered candidates	Skilled registered professionals
	Percentage increase in registered candidates completing mentorship and passing PPE exams to become professionals.	3 interventions to convert candidates to professionals	
	Number of registered persons	-	
	Number of registration renewals	-	
	Number of accreditation visits undertaken	12 accreditation visits	
	Publishing of guideline professional fees	Published and gazetted the 3 guideline professional fees.	
	Reviewing and publishing of IDoW	Published IDoW.	
Increased public education and awareness of the profession	Number of engagements with tribal leaders to influence mandatory involvement of registered professionals in building design.	-	Informed stakeholders
	Several broader public engagement initiatives were conducted.	Over 300 public engagements.	



	Number of Science Technology Engineering Mathematics (STEM)-related campaigns targeting school learners	-	Career of choice
Improved alignment and compliance with building regulations and standards	Number of interventions to improve compliance with building regulations and standards	-	Improved approval rate of planning applications
Positive stakeholder sentiments	Percentage increase in positive feedback	3 surveys on stakeholder satisfaction	Positive stakeholder sentiments
Technical innovation and development in the profession	Number of engagements with software developers to improve the accessibility of software to professionals	4 engagements with software providers.	Research and stakeholder engagement
	Number of research and development initiatives conducted	2 research conducted	
Diversity of service offered by SACAP to Registered Persons	Number of RPs accessing building standards	-	Information centre
	Establishment of a Knowledge Hub	-	
SACAP organisational excellence	Organizational excellence	On average, 86%	Effective & Efficient organization

6.1.3 Measuring Outcomes - Impact Statement 2

Impact Statement 2

A Transformed Architectural Profession

Table 2: Impact 2 Outcomes

Outcome	Outcome Indicator	Baseline	5-Year Target
Enhanced value proposition of the architectural profession	Number of participations in industry panels and conferences	-	Promotion of the profession.
	The number of media coverage highlighting the contributions of the architectural profession to society and the economy	-	
Greater diversity and inclusion in the profession	Percentage increase in the representation of designated groups in the register	-	Transformed the register and the profession.
	Number of research initiatives and engagements on the number of RPs from designated groups involved in state infrastructure projects	1 research initiative	
	Number of advisory engagements with the relevant ministries	-	
Continuity of education and professional development	Number of education and training programs to address developmental shortcomings	-	Transformed the register and the profession
	Number of assessments for Recognition of Prior Learning	103	

6.1.4 Measuring Outcomes - Impact Statement 3

Impact Statement 3	An Architectural Profession committed to professional ethics
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Table 3: Impact 3 Outcomes

Outcome	Outcome Indicator	Baseline	5-Year Target
Effective and proactive enforcement of the Act and the code of conduct	Rate of Guilty verdicts on matters referred to the Disciplinary Tribunal	80%	Public protection
	Percentage investigation of complaints of improper conduct against registered persons	65%	
	Percentage registration of criminal cases with SAPS within a specified period	80%	
A collaborative and effective approach to regulation	Number of engagements with law enforcement agencies	4	Collaboration
	Number of engagements with other regulatory bodies to share best practices	8	

6.1.5 Explanation of Planned Performance over the Planning Period

SACAP operates in an ever-evolving landscape, and more so, the architectural professionals who contribute to shaping the built environment. We believe that the outcomes we have outlined, in line with the impact we seek to achieve contributes to broader national imperatives and the execution of our mandate.

By prioritising the empowerment and protection of architectural professionals, South Africa can unlock potential in areas such as sustainable development and an inclusive and thriving economy. This approach fosters a cycle where an empowered architectural profession will contribute to national progress, while protected professionals and the public ensure a thriving architectural ecosystem. This, in turn, paves the way for a South Africa where the built environment is sustainable.

As such, building a sustainable future requires inclusive spaces reflecting the diversity of South Africa, and ensuring that continuous knowledge/collaboration are at the forefront. SACAP is dedicated to establishing partnerships that will enable economic transformation and job creation in designated group communities.

We are confident that the impact statements and the outcomes align with our mandate - enabling us to protect the public through services that are provided by qualified and certified professionals; increasing representation of previously disadvantaged groups within the profession; and upholding ethical and compliance standards whilst contributing to the economic sustainability of the profession.

Several enablers will contribute to SACAP achieving this planned performance over the next 5 years. These include the stability in our leadership, the robust configuration of our people and the capabilities they possess, and the adoption of innovation and technology in the way we approach our execution. It is with this that we look forward to creating lasting impact within the architectural profession and the South African landscape.

6.2. Key Risks

Impact	Outcome	Key Risk	Risk Mitigation
Impact Statement 1 A capacitated sustainable Architectural Profession	Professionals with relevant and required skills to create an impact in the architectural profession.	<ul style="list-style-type: none"> - Lack of financial resources to access training programmes - Skills and knowledge not applied in practice due to a lack of employment opportunities 	<ul style="list-style-type: none"> - Seek financial support or resources from relevant SETAs - Increase the number of in-house CPD programmes - Advocate for support/work development programmes that connect candidates with employment opportunities
	Increased public education and awareness of the profession	<ul style="list-style-type: none"> - Lack of public awareness of the architectural profession, specifically in rural areas 	<ul style="list-style-type: none"> - Undertake stakeholder engagement forums - Use of mainstream media to raise awareness - Undertake campaigns to promote SACAP, with a specific target on the rural and remote areas
	Improved alignment and compliance with building regulations and standards	<ul style="list-style-type: none"> - Noncompliance with industry regulations and standards by RPs 	<ul style="list-style-type: none"> - Identify areas of non-compliance and implement interventions to address specific areas of concern
	Positive stakeholder sentiments	<ul style="list-style-type: none"> - Negative feedback on service charter 	<ul style="list-style-type: none"> - Education webinar for RPs on how to use the new system. - Addressing frequently asked questions about the system. - Undertake stakeholder satisfaction survey
	Technical innovation and development in the profession	<ul style="list-style-type: none"> - Limited interest from developers - Insufficient funding or resources 	<ul style="list-style-type: none"> - Fostering open communication to cater to stakeholder requirements



Impact	Outcome	Key Risk	Risk Mitigation
	Diversity of service offered by SACAP to Registered Persons	- Registered persons lack knowledge of non-architectural skills	<ul style="list-style-type: none"> - Crafting a compelling value proposition for each offering - Establish the Knowledge Hub - Make building standards accessible
	Organisational excellence	- Failure to meet performs efficiently and effectively	<ul style="list-style-type: none"> - Monthly reporting - Monthly identification of gaps and addressing the same
Impact Statement 2 A Transformed Architectural Profession	Enhanced value proposition of the architectural profession	- Value proposition and brand position not articulated clearly	<ul style="list-style-type: none"> - Collaboration and partnerships within the broader built environment - Networking with key stakeholders - Sell the architectural profession to society
	Greater diversity and inclusion in the profession	<ul style="list-style-type: none"> - Procurement policies and practices 'status quo' remain the same, hindering transformation - The register remains non-reflective of the country's demographics 	<ul style="list-style-type: none"> - Involve stakeholders across the value chain in providing input to policies and practices - Increase awareness of the profession



Impact	Outcome	Key Risk	Risk Mitigation
	Continuity of education and professional development	<ul style="list-style-type: none"> - Lack of capacity to deliver an increasing number of training programmes - Lack of funding to offer the training programmes 	<ul style="list-style-type: none"> - Collaboration and partnerships with VAs to leverage available resources. - Source funding from industry SETAs
<p>Impact Statement 3</p> <p>An Architectural Profession committed to professional ethics</p>	Effective and proactive enforcement of the Act and the code of conduct	Delays in resolving complaints against registered and unregistered persons	<ul style="list-style-type: none"> - Streamlining investigation procedures - Collaboration with law enforcement agencies
	Collaborative and effective approach to regulation	Unsustainable partnerships due to a lack of buy-in from stakeholders	<ul style="list-style-type: none"> - Establishing open and transparent communication channels with law enforcement agencies and other regulatory bodies

7. PART D: TECHNICAL INDICATOR DESCRIPTION (TID)

7.1 Impact Statement 1: A capacitated sustainable Architectural Profession

Outcome: Professionals with relevant and required skills to create an impact in the architectural profession

Indicator Title	<ul style="list-style-type: none"> Number of registered candidates in the SACAP/CETA mentorship program.
Definition	<ul style="list-style-type: none"> Practical training to attain professional registration
Source of Data	<ul style="list-style-type: none"> List of registered candidates on the SACAP/CETA mentorship program.
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> SACAP/CETA Registered candidate in the register
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Disaggregation in terms of race, gender, and category of candidature.
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against three-year target
Desired Performance	<ul style="list-style-type: none"> Completion of the mentorship program
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services

Outcome: Professionals with relevant and required skills to create an impact in the architectural profession

Indicator Title	<ul style="list-style-type: none"> Percentage increase in registered candidates completing mentorship and passing PPE exams to become professionals.
Definition	<ul style="list-style-type: none"> Process aims to upgrade registered candidates to professional registration after passing the Professional Practice Examination.
Source of Data	<ul style="list-style-type: none"> Register
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Upgraded registered candidates minus previously upgraded registered candidates over previously upgraded registered candidates
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Disaggregation in terms of race, gender, and category of candidature.



Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Growth in the number of registered professionals
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services

Outcome: Professionals with relevant and required skills to create an impact in the architectural profession

Indicator Title	<ul style="list-style-type: none"> Rate of completed registration application within the 7 working days.
Definition	<ul style="list-style-type: none"> The process of growth in the SACAP register
Source of Data	<ul style="list-style-type: none"> SACAP Register
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of candidates upgrading to professional status in the register
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Disaggregation in terms of race, age, and gender
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Growth in the SACAP register
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services

Outcome: Professionals with relevant and required skills to create an impact in the architectural profession

Indicator Title	<ul style="list-style-type: none"> Number of registration renewals
Definition	<ul style="list-style-type: none"> The process of growth and retention of registered professionals
Source of Data	<ul style="list-style-type: none"> SACAP Register
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of renewals from the SACAP register



Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Disaggregation in terms of race, age, and gender
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Growth in the SACAP register
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services

Outcome: Professionals with relevant and required skills to create an impact in the architectural profession

Indicator Title	<ul style="list-style-type: none"> Number of accreditation visits undertaken
Definition	<ul style="list-style-type: none"> Process aims to establish engagement with institutions to accredit qualifications for the architectural profession.
Source of Data	<ul style="list-style-type: none"> Records of accreditation visits
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Accredited versus non-accredited
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the four-year target
Desired Performance	<ul style="list-style-type: none"> Compliance with accreditation rules
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services

Outcome: Professionals with relevant and required skills to create an impact in the architectural profession

Indicator Title	<ul style="list-style-type: none"> Publishing of guideline professional fees
Definition	<ul style="list-style-type: none"> The annual guideline professional fees for the architectural profession as required by the Act
Source of Data	<ul style="list-style-type: none"> Government Gazette
Method of Calculation/ Assessment	<ul style="list-style-type: none"> N/A



[

Assumptions	<ul style="list-style-type: none"> • Council will approve the guideline professional fees
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> • N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> • N/A
Reporting Cycle	<ul style="list-style-type: none"> • Yearly
Desired Performance	<ul style="list-style-type: none"> • Guideline of professional fees
Indicator Responsibility	<ul style="list-style-type: none"> • SM: Professional Statutory Services

Outcome: Professionals with relevant and required skills to create an impact in the architectural profession

Indicator Title	<ul style="list-style-type: none"> • Reviewing and publishing of IDoW
Definition	<ul style="list-style-type: none"> • Identification of work for the architectural profession
Source of Data	<ul style="list-style-type: none"> • Government Gazette
Method of Calculation/ Assessment	<ul style="list-style-type: none"> • N/A
Assumptions	<ul style="list-style-type: none"> • Council will approve the identification of work
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> • Registration categories
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> • N/A
Reporting Cycle	<ul style="list-style-type: none"> • 4-year cycle
Desired Performance	<ul style="list-style-type: none"> • Registered persons perform work within their category of registration
Indicator Responsibility	<ul style="list-style-type: none"> • SM: Professional Statutory Services

Outcome: Increased public education and awareness of the profession

Indicator Title	<ul style="list-style-type: none"> • Number of engagements with tribal leaders to influence mandatory involvement of registered professionals in building design.
Definition	<ul style="list-style-type: none"> • Engaging in discussions with tribal leaders from non-urban areas to increase influence on the SACAP mandate for the protection of the public
Source of Data	<ul style="list-style-type: none"> • List of physical engagement
Method of Calculation/ Assessment	<ul style="list-style-type: none"> • Qualitative

Assumptions	<ul style="list-style-type: none"> Number of engagements versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Tribal Leaders Ambassadors Public and communities
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Increased engagement in rural communities on awareness of the profession
Indicator Responsibility	<ul style="list-style-type: none"> Manager: Stakeholders Relations, Marketing and Communications

Outcome: Increased public education and awareness of the profession

Indicator Title	<ul style="list-style-type: none"> Number of broader public engagement initiatives conducted
Definition	<ul style="list-style-type: none"> The process of engaging and educating the public about the profession and the mandate of SACAP to protect the public
Source of Data	<ul style="list-style-type: none"> List of engagements
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Qualitative
Assumptions	<ul style="list-style-type: none"> Number of engagements versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Public in general
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Increased engagement with the public to create awareness of the profession
Indicator Responsibility	<ul style="list-style-type: none"> Manager: Stakeholders Relations, Marketing and Communications

Outcome: Increased public education and awareness of the profession

Indicator Title	<ul style="list-style-type: none"> Number of Science Technology Engineering Mathematics (STEM)-related campaigns targeting school learners
Definition	<ul style="list-style-type: none"> The process of engaging and educating the learners about the profession
Source of Data	<ul style="list-style-type: none"> List of campaigns

Method of Calculation/ Assessment	<ul style="list-style-type: none"> Qualitative and Quantitative
Assumptions	<ul style="list-style-type: none"> Number of campaigns versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> School learners
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Increased engagement with the learners to create awareness of the profession
Indicator Responsibility	<ul style="list-style-type: none"> Manager: Stakeholders Relations, Marketing and Communications

Outcome: Improved alignment and compliance with industry practices and standards

Indicator Title	<ul style="list-style-type: none"> Number of CPD interventions to improve compliance with industry regulations and standards
Definition	<ul style="list-style-type: none"> Improved Compliance
Source of Data	<ul style="list-style-type: none"> Number of CPD interventions
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of CPD interventions versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Registered professionals
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Improved alignment and compliance with industry practices and standards
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services SM: Legal SM Organisational Performance and ICT Manager: Stakeholders Relations, Marketing and Communications

Outcome: Positive stakeholder sentiments

Indicator Title	<ul style="list-style-type: none"> Positive feedback
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Definition	<ul style="list-style-type: none"> The process of collating data to rate the level of stakeholder satisfaction
Source of Data	<ul style="list-style-type: none"> Surveys Call rating reports Email queries reports
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Positive feedback received minus previous positive feedback received over previous positive feedback received
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Satisfied stakeholders
Indicator Responsibility	<ul style="list-style-type: none"> SM Organisational Performance and ICT Manager: Stakeholders Relations, Marketing and Communications

Outcome: Technical innovation and development in the profession

Indicator Title	<ul style="list-style-type: none"> Number of engagements with software developers to improve the accessibility of software to professionals
Definition	<ul style="list-style-type: none"> Engaging with software developers to increase the technology used in the profession
Source of Data	<ul style="list-style-type: none"> Number of engagements
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of engagements versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Accessibility of software to the architectural profession
Indicator Responsibility	<ul style="list-style-type: none"> Manager: Stakeholders Relations, Marketing and Communications

Outcome: Technical innovation and development in the profession



Indicator Title	<ul style="list-style-type: none"> Number of research and development initiatives conducted
Definition	<ul style="list-style-type: none"> The process of collecting and analysing data to make informed decisions.
Source of Data	<ul style="list-style-type: none"> Research conducted
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of research conducted versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> More informed decisions to regulate the architectural profession
Indicator Responsibility	<ul style="list-style-type: none"> SM Organisational Performance and ICT

Outcome: Diversity of service offered by SACAP to Registered Persons

Indicator Title	<ul style="list-style-type: none"> Number of RPs accessing building standards
Definition	<ul style="list-style-type: none"> Compliance with the standards that have been made available to the RPs. Increase awareness about the platform for RPs to comply with the standards
Source of Data	<ul style="list-style-type: none"> Number of views on the MM system
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of views versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Improved alignment and compliance with industry practices and standards
Indicator Responsibility	<ul style="list-style-type: none"> SM: Organisational Performance and ICT Manager: Stakeholders Relations, Marketing and Communications

**Outcome: Diversity of service offered by SACAP to Registered Persons**

Indicator Title	<ul style="list-style-type: none"> Establishment of a Knowledge Hub
Definition	<ul style="list-style-type: none"> Creation of a portal for RPs to acquire knowledge
Source of Data	<ul style="list-style-type: none"> The portal
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Qualitative
Assumptions	<ul style="list-style-type: none"> Creation of a portal
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Target within five years
Desired Performance	<ul style="list-style-type: none"> RPs with access to knowledge
Indicator Responsibility	<ul style="list-style-type: none"> SM Organisational Performance and ICT

Outcome: Organisational excellence

Indicator Title	<ul style="list-style-type: none"> Organisational excellence
Definition	<ul style="list-style-type: none"> SACAP serves all stakeholders with excellence
Source of Data	<ul style="list-style-type: none"> Support service targets
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Assessment of support service targets
Assumptions	<ul style="list-style-type: none"> Organisation meeting its goals
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Quarterly
Desired Performance	<ul style="list-style-type: none"> Organisation that performs efficiently and effectively

**Indicator Responsibility**

- All departments

7.2 Impact Statement 2: A Transformed Architectural Profession

Outcome: Enhanced value proposition of the architectural profession

Indicator Title	<ul style="list-style-type: none"> • Number of participations in industry panels and conferences
Definition	<ul style="list-style-type: none"> • The aim is to reposition the architectural profession and enhance its value proposition
Source of Data	<ul style="list-style-type: none"> • Number of participations
Method of Calculation/ Assessment	<ul style="list-style-type: none"> • Quantitative
Assumptions	<ul style="list-style-type: none"> • Number of participations versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> • N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> • N/A
Reporting Cycle	<ul style="list-style-type: none"> • Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> • Enhanced value proposition of the profession
Indicator Responsibility	<ul style="list-style-type: none"> • Manager: Stakeholders Relations, Marketing and Communications

Outcome: Enhanced value proposition of the architectural profession

Indicator Title	<ul style="list-style-type: none"> • Number of media coverage highlighting the contributions of the architectural profession to society and the economy
Definition	<ul style="list-style-type: none"> • The process of educating the public on the contributions of the architectural profession to society and the economy
Source of Data	<ul style="list-style-type: none"> • Number of media coverage
Method of Calculation/ Assessment	<ul style="list-style-type: none"> • Quantitative
Assumptions	<ul style="list-style-type: none"> • Number of media coverage versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> • N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> • N/A
Reporting Cycle	<ul style="list-style-type: none"> • Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> • Educated the public on the contributions of the architectural profession to society and the economy
Indicator Responsibility	<ul style="list-style-type: none"> • Manager: Stakeholders Relations, Marketing and Communications

Outcome: Greater diversity and inclusion in the profession

Indicator Title	<ul style="list-style-type: none"> Percentage increase in the representation of designated groups in the register
Definition	<ul style="list-style-type: none"> The focus is to transform and diversify the profession by the inclusion of previously disadvantaged groups in the register.
Source of Data	<ul style="list-style-type: none"> SACAP Register
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of RPs from designated groups minus the previous number of RPs from designated groups divided by the previous number of RPs from designated groups
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Target for Women Target for black people Target for Youth Target for People with Disabilities
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Growth of the register by inclusion of previously disadvantaged groups
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services

Outcome: Greater diversity and inclusion in the profession

Indicator Title	<ul style="list-style-type: none"> Research and engagements on the number of RPs from designated groups involved in state infrastructure projects
Definition	<ul style="list-style-type: none"> The process of quantifying the number of RPs from designated groups involved in state infrastructure projects
Source of Data	<ul style="list-style-type: none"> Number of RPs from designated groups involved in state infrastructure projects
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of RPs from designated groups involved in state infrastructure projects versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Increased number of RPs from designated groups involved in state infrastructure projects
Indicator Responsibility	<ul style="list-style-type: none"> SM Organisational Performance and ICT Manager: Stakeholders Relations, Marketing and Communications

Outcome: Greater diversity and inclusion in the profession



Indicator Title	<ul style="list-style-type: none"> Number of advisory engagements with the relevant ministries
Definition	<ul style="list-style-type: none"> The process of advising the ministries on various matters related to the architectural profession
Source of Data	<ul style="list-style-type: none"> Number of advisory engagements
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of advisory engagements versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Collaborative efforts with the Ministry to advance the profession
Indicator Responsibility	<ul style="list-style-type: none"> SM Organisational Performance and ICT Manager: Stakeholders Relations, Marketing and Communications

Outcome: Continuity of education and professional development

Indicator Title	<ul style="list-style-type: none"> Number of education and training programmes to address developmental shortcomings
Definition	<ul style="list-style-type: none"> The process of addressing shortfalls in the skills required to upgrade to a higher category of registration through the RPL process
Source of Data	<ul style="list-style-type: none"> The number of RPs that upgrade through the education and training programmes
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of upgrades versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Race and gender
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> RPs progressing to higher categories
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services

Outcome: Continuity of education and professional development

Indicator Title	<ul style="list-style-type: none"> Percentage of registered professionals completing training requirements
Definition	<ul style="list-style-type: none"> The purpose is to increase the number of RPs who upgrade through the RPL process
Source of Data	<ul style="list-style-type: none"> Total number of RPs who complete training
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Total number of RPs versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Race and gender
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> RPs from designated groups progressing to the higher categories of registration.
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services

Outcome: Continuity of education and professional development

Indicator Title	<ul style="list-style-type: none"> Rate of completion of assessments for Recognition of Prior Learning
Definition	<ul style="list-style-type: none"> Encouraging RPs from designated groups to apply for upgrades through the RPL process
Source of Data	<ul style="list-style-type: none"> Number of RPs from designated groups that have applied for RPL.
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of RPs from designated groups versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Race and gender
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> More upgrades through RPL by professionals from designated groups
Indicator Responsibility	<ul style="list-style-type: none"> Professional Statutory Services

7.3 Impact Statement 3: An Architectural Profession committed to professional ethics

Outcome: Effective and proactive enforcement of the Act and the code of conduct

Indicator Title	<ul style="list-style-type: none"> Rate of disciplinary actions taken against professionals violating the Act and the Code of Conduct.
Definition	<ul style="list-style-type: none"> The process of enforcing the Act and the Code of Conduct.
Source of Data	<ul style="list-style-type: none"> Number of cases referred to a disciplinary tribunal.
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of RPs with disciplinary actions
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Decrease the number of RPs violating the Act and the Code of Conduct
Indicator Responsibility	<ul style="list-style-type: none"> SM: Legal

Outcome: Effective and proactive enforcement of the Act and the code of conduct

Indicator Title	<ul style="list-style-type: none"> Completion rate of investigations within specified turnaround times
Definition	<ul style="list-style-type: none"> Undertaking investigations efficiently and effectively.
Source of Data	<ul style="list-style-type: none"> Legal reports
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of completed investigations over the total reported cases.
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> Categories of registration.
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Effective investigation of all complaints.
Indicator Responsibility	<ul style="list-style-type: none"> SM Legal

Outcome: Effective and proactive enforcement of the Act and the code of conduct

Indicator Title	<ul style="list-style-type: none"> Rate of unregistered persons referred to SAPS for investigation and prosecution
Definition	<ul style="list-style-type: none"> Rate of referrals
Source of Data	<ul style="list-style-type: none"> Legal reports
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Quantitative
Assumptions	<ul style="list-style-type: none"> Number of unregistered persons investigated versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Effective investigation of all complaints against unregistered persons.
Indicator Responsibility	<ul style="list-style-type: none"> SM Legal

Outcome: Collaborative and effective approach to regulation

Indicator Title	<ul style="list-style-type: none"> Number of engagements with law enforcement agencies
Definition	<ul style="list-style-type: none"> The process of maintaining relationships with the law enforcement agencies
Source of Data	<ul style="list-style-type: none"> Engagement with law enforcement agencies
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Qualitative
Assumptions	<ul style="list-style-type: none"> Number of engagements versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Collaborative efforts with law enforcement agencies
Indicator Responsibility	<ul style="list-style-type: none"> Manager: Stakeholders Relations, Marketing and Communications SM Legal

**Outcome: Collaborative and effective approach to regulation**

Indicator Title	<ul style="list-style-type: none"> Number of engagements and consultations with other regulatory bodies to share best practices
Definition	<ul style="list-style-type: none"> The process of engaging with other regulatory bodies to share best practices
Source of Data	<ul style="list-style-type: none"> Engagements with regulatory bodies
Method of Calculation/ Assessment	<ul style="list-style-type: none"> Qualitative
Assumptions	<ul style="list-style-type: none"> Number of engagements versus the target
Disaggregation of Beneficiaries (where applicable)	<ul style="list-style-type: none"> N/A
Spatial Transformation (where applicable)	<ul style="list-style-type: none"> N/A
Reporting Cycle	<ul style="list-style-type: none"> Annual progress against the five-year target
Desired Performance	<ul style="list-style-type: none"> Sharing of best practices
Indicator Responsibility	<ul style="list-style-type: none"> Manager: Stakeholders Relations, Marketing and Communications SM Legal SM: Finance Manager: Human Resources

8. PART E: ANNUAL PERFORMANCE PLAN (APP)

8.1.1 Outcomes, Outputs, Performance Indicators, and Targets

Impact	Outcome	Outputs	ANNUAL TARGETS								
			Audited/ Actual Performance			Estimated Performance	MTEF Period				
					2024/25	2024/25	2024/25	2025/26	2026/27	2027/28	
Impact 1	Programme 1: Professionals with relevant and required skills to create an impact in the architectural profession.	Registered candidates in the SACAP/CETA mentorship program.	-	-	-	15 on the SACAP/CETA mentorship program	15 on the SACAP/CETA mentorship program	15 on the SACAP/CETA mentorship program	27 on the SACAP/CETA mentorship program	Obtain 80% of the assessment report of mentees' progress on the SACAP/CETA mentorship program	27 on the SACAP/CETA mentorship program
		Increased registered candidates completing mentorship and passing PPE exams to become professionals.	-	-	-	6 Interventions to Convert Candidates to Professionals	6 Interventions to Convert Candidates to Professionals	2 interventions to convert candidates into professionals	2 interventions to assist candidates with professional registration.	2 interventions to convert candidates into professionals	
		Improved turnaround time on registrations	-	-	-	Approve or decline registration applications within 7 working days of receipt of the applications.	Approve or decline registration applications within 7 working days of receipt of the applications.	Approve or decline 80% of complete registration applications within 7 working days of receipt.	Approve or decline 80% of complete registration applications within 7 working days of receipt.	Approve or decline 80% of complete registration applications within 7 working days of receipt.	
		Improved compliance with CPD requirements for registration renewal purposes	-	-	-	6 interventions to improve compliance with CPD	6 interventions to improve compliance with CPD	4 interventions to improve compliance with CPD	4 interventions to improve compliance with CPD	4 interventions to improve compliance with CPD	



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Impact	Outcome	Outputs	ANNUAL TARGETS							
			Audited/ Actual Performance			Estimated Performance	MTEF Period			
					2024/25	2024/25	2024/25	2025/26	2026/27	2027/28
		Accreditations visit undertaken	-	-	-	2 accreditation visits undertaken	3 accreditation visits undertaken	2 accreditation visits undertaken	7 accreditation visits undertaken	6 accreditation visits undertaken
		Published guideline for professional fees	-	-	-	Publish guideline professional fees.	Publish guidelines for professional fees	Publish guidelines for professional fees	Publish guidelines for professional fees	Publish guidelines for professional fees
		Reviewed and published IDoW	-	-	-	Review and publish IDoW.	-	-	-	-
	Programme 2: Increased public education and awareness of the profession	Broader public engagement initiatives were conducted.	-	-	-	160 stakeholder engagement initiatives	160 public engagement initiatives conducted	160 public engagement initiatives conducted	160 stakeholder engagement initiations	160 public engagement initiatives conducted
		Engagements with tribal leaders to influence the mandatory involvement of registered professionals in building design.	-	-	-	Development of a tribal leaders' Engagement Strategy 12 engagements with tribal leaders	12 engagements with tribal leaders	12 engagements with tribal leaders	-	-
		Recognised in the Science, Technology, Engineering, and Mathematics (STEM)-related fields	-	-	-	Develop a Concept document and MoU, and 8 (STEM)-related campaigns	8 (STEM)-related campaigns	8 (STEM)-related campaigns	6 (STEM)-related campaigns	8 (STEM)-related campaigns



Impact	Outcome	Outputs	ANNUAL TARGETS							
			Audited/ Actual Performance			Estimated Performance	MTEF Period			
					2024/25	2024/25	2024/25	2025/26	2026/27	2027/28
	Programme 3: Improved alignment and compliance with building regulations and standards	Improved compliance with the building regulations and standards	-	-	-	4 interventions to improve the building plans approval rate	4 interventions to improve the building plans approval rate	2 interventions to improve the building plans approval rate	2 interventions to improve the building plans approval rate	2 interventions to improve the building plans approval rate
	Programme 4: Positive stakeholder sentiments	Assessment of stakeholder satisfaction	-	-	-	2 assessments of stakeholder satisfaction	2 assessments of stakeholder satisfaction	1 assessment of stakeholder satisfaction	1 Assessments of stakeholder satisfaction	2 assessments of stakeholder satisfaction
	Programme 5: Technical innovation and development in the profession	Improved accessibility by professionals to architectural design software	-	-	-	4 engagements with Software developers and 1 with SEDA.	4 Engagements with Software Developers	2 Engagements with Software Developers	2 Engagements with Software Developers	2 Engagements with Software Developers
	Programme 6: Diversity of service offered by SACAP to Registered Persons	RPs accessing building standards	-	-	-	4 awareness campaigns on accessing building standards	4 awareness campaigns on accessing building standards	2 awareness campaigns on accessing building standards	2 awareness campaigns on accessing building standards	4 awareness campaigns on accessing building standards
		Establishment of a Knowledge Hub	-	-	-	Establishment of a Knowledge Hub	Promotion and awareness campaigns	4 Promotion and awareness campaigns	2 Promotion and awareness campaigns	4 Promotion and awareness campaigns
	Programme 7:	Organisational excellence	-	-	-	Achieve 90% of the targets under support services	Achieve 90% of the targets under support services	Achieve 90% of the targets	Achieve 90% of the targets under support services	Achieve 90% of the targets under support services



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Impact	Outcome	Outputs	ANNUAL TARGETS								
			Audited/ Actual Performance			Estimated Performance	MTEF Period				
					2024/25	2024/25	2024/25	2025/26	2026/27	2027/28	
	SACAP institutional excellence								under support services		
Impact 2	Programme 1: Enhanced value proposition of the architectural profession	Participation in industry panels and conferences	-	-	-	2 participations in industry panels and conferences	2 participations in industry panels and conferences	4 participations in industry events	Participate in 2 built environment industry events	2 participations in industry events	
		Multimedia coverage highlights the contributions of the architectural profession to society and the economy.	-	-	-	2 of media coverage	2 of media coverage	2 of media coverage	2 media coverage	2 of media coverage	
		Increased representation of designated groups in the register	-	-	-	4 workshops on how to prepare RPL and special consent application	4 workshops on how to prepare RPL and special consent application	2 workshops on how to prepare RPL and special consent application	2 workshops on how to prepare RPL and special consent applications	4 workshops on how to prepare RPL and special consent application	
	Programme 2: Greater diversity and inclusion in the profession	Research initiatives and engagements on the number of RPs from designated groups involved in state infrastructure projects	-	-	-	1 research on RPs from designated groups involved in state infrastructure projects.	1 research on RPs from designated groups involved in state infrastructure projects.	-	-	-	
		Advisory engagements with the relevant ministries	-	-	-	5 advisory engagements with the relevant ministries and Director Generals	5 advisory engagements with the relevant ministries and Director Generals	-	-	-	
	Programme 3: Continuity of	Education and training programmes to address developmental shortcomings	-	-	-	3 education and training					



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Impact	Outcome	Outputs	ANNUAL TARGETS							
			Audited/ Actual Performance			Estimated Performance	MTEF Period			
					2024/25	2024/25	2024/25	2025/26	2026/27	2027/28
	education and professional development					programmes to address developmental shortcomings	3 education and training programmes to address developmental shortcomings	1 education and training programmes to address developmental shortcomings	1 education and training programmes to address developmental shortcomings in practice	1 education and training programmes to address developmental shortcomings
		Assessments for Recognition of Prior Learning	-	-	-	Approve or decline RPL/SC applications within 90 days	Approve or decline RPL/SC applications within 90 days	Approve or decline 80% of RPL/SC applications within 90 working days	Approve or decline 80% of RPL/SC applications within 90 working days	Approve or decline 80% of RPL/SC applications within 90 working days
Impact 3	Programme 1: Effective and proactive enforcement of the Act and the code of conduct	Guilty verdict on matters referred to the Disciplinary Tribunal	-	-	-	80% of guilty verdicts on matters referred to the Disciplinary Tribunal	80% of guilty verdicts on matters referred to the Disciplinary Tribunal	80% of guilty verdicts on matters referred to the Disciplinary Tribunal	80% of guilty verdicts on matters referred to the Disciplinary Tribunal	80% of guilty verdicts on matters referred to the Disciplinary Tribunal
		Investigation of complaints of improper conduct against registered persons	-	-	-	Investigate 80% of complaints of improper conduct against registered persons.	Investigate 80% of complaints of improper conduct against registered persons.	Investigate 80% of complaints of improper conduct against registered persons.	Investigate 80% of complaints of improper conduct against registered persons.	Investigate 80% of complaints of improper conduct against registered persons.
		Reporting of unregistered persons within Gauteng who contravened the Act to SAPS.	-	-	-	80% of criminal cases received	80% of criminal cases received from Gauteng	80% of criminal cases	80% of criminal cases received	80% of criminal cases received



Impact	Outcome	Outputs	ANNUAL TARGETS							
			Audited/ Actual Performance			Estimated Performance	MTEF Period			
					2024/25	2024/25	2024/25	2025/26	2026/27	2027/28
						from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.	Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.	received from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.	from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.	from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.
		Reporting of unregistered persons outside of Gauteng who contravened the Act to SAPS.	-	-	-	80% of criminal cases received from outside the Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt.	80% of criminal cases received from outside the Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt.	80% of criminal cases received from outside the Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt.	80% of criminal cases received from outside the Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt.	80% of criminal cases received from outside the Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt.
	Programme 2: Collaborative and effective	Engagements with law enforcement agencies	-	-	-	8 engagements with law enforcement agencies	8 engagements with law enforcement agencies	8 engagements with law enforcement agencies	8 engagements with law enforcement agencies	8 engagements with law enforcement agencies



Impact	Outcome	Outputs	ANNUAL TARGETS							
			Audited/ Actual Performance			Estimated Performance	MTEF Period			
					2024/25	2024/25	2024/25	2025/26	2026/27	2027/28
	approach to regulation	Engagements with other regulatory bodies to share best practices	-	-	-	4 engagements and consultations with other regulatory bodies to share best practices	4 engagements and consultations with other regulatory bodies to share best practices	4 engagements and consultations with other regulatory bodies to share best practices	4 engagements and consultations with other regulatory bodies to share best practices	4 engagements and consultations with other regulatory bodies to share best practices

8.1.2 Indicators, Annual and Quarterly Targets

Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
Impact 1	Programme 1: Professionals with relevant and required skills to create an impact in the architectural profession	Registered candidates in the SACAP/CETA mentorship program.	SACAP/CETA mentorship program in place	<u>Obtain 80% of assessment report of mentees' progress on the SACAP/CETA mentorship program</u>	Obtain 80% assessment report of the mentees' progress	Obtain 80% assessment report of the mentees' progress	Obtain 80% assessment report of the mentees' progress	Obtain 80% assessment report of the mentees' progress



Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
		Increased registered candidates completing mentorship and passing PPE exams to become professionals.	The complete skills development pipeline	2 x interventions to assist candidates with professionals' registration	1 x PPE webinar to address gaps identified in registered candidates	-	1 x PPE webinar to address gaps identified in registered candidates	-
						1 x Webinar on submission and capturing of MTRs		1 x Webinar on submission and capturing of MTRs
		Improved turnaround time on registrations	Effective and efficient handling of registration applications	Approve or decline 80% of complete registration applications within 7 working days of receipt.	Approve or decline 80% of complete registration applications within 7 working days of receipt.	Approve or decline 80% of complete registration applications within 7 working days of receipt.	Approve or decline 80% of complete registration applications within 7 working days of receipt.	Approve or decline 80% of complete registration applications within 7 working days of receipt.
		Improved compliance with CPD requirements for registration renewal purposes	Compliance with CPD requirements	4 x interventions to improve compliance with CPD	-	1 x CPD webinar	-	-
					Code of Conduct webinar	-	IDoW webinar	Registration & RPL webinar
		Accreditations visit undertaken	Accreditations visit undertaken	7 x accreditation visits undertaken	-	1 x accreditation visit	2 x accreditation visit	4 x accreditation visit
		Published guideline for professional fees	Published guideline for professional fees	Publish guidelines for professional fees	-	-	-	Publish guidelines for professional fees.
Reviewed and published IDoW	Reviewed and published IDoW		-	-	-	-	-	



Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
	Programme 2: Increased public education and awareness of the profession	Broader public engagement initiatives conducted	Informed stakeholder	160 x stakeholder engagement initiatives	-	-	-	Conduct stakeholder analysis
1 x Targeted message to Architectural Practices					1 x Targeted message to Educational Institutions	1 x Targeted message to Infrastructure departments	1 x Targeted message to the public	
1 x VA forum					-	-	-	
-					-		-	
						1 x Education Conference	-	
-					1 x Youth Day Webinar	-	-	
-					1 x Women's Day Webinar	-	-	
-						-		
1 x YouTube videos					1 x YouTube videos	1 x YouTube videos	1 x YouTube videos	



Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
					1 x external Newsletters	1 x external Newsletters	1 x external Newsletters	1 x external newsletters
					1 x internal newsletters	1 x internal newsletters	1 x internal newsletters	1 x internal newsletters
					40 x Xposts	40 x Xposts	40 x Xposts	40 x Xposts
					40 x Facebook Messages	40 x Facebook Messages	40 x Facebook Messages	40 x Facebook Messages
					2 x content on TikTok		2x content on TikTok	-
		Recognised in the Science, Technology, Engineering, and Mathematics (STEM)-related fields	Architecture is included in STEM	6 (STEM)-related campaigns	2 x (STEM)-related campaigns	2 x (STEM)-related campaigns	-	2 x (STEM)-related campaigns
	Programme 3: Improved alignment and compliance with building regulations and standards	Improved compliance with the building regulations and standards	Higher approval rate	2 interventions to improve the standard of services offered by RPs to the public			Assist RP with an artificial intelligence system that evaluates compliance of building plans with building standards.	Purchase 1 x SABS subscription
	Programme 4: Positive	Assessment of stakeholder satisfaction	Satisfied stakeholder					Conduct 1 x customer



Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
	stakeholder sentiments			1 x surveys on stakeholder satisfaction and 4 calling rating reports	Call rating report x 1	Call rating report x 1	Call rating report x 1	satisfaction survey. Call rating report x 1
	Programme 5: Technical innovation and development in the profession	Improved accessibility by professionals to architectural design software	Accessibility of architectural design software	2 x engagements with Software developers	-	1 x engagements with Software developers	-	1 x engagements with Software developers
	Programme 6: Diversity of service offered by SACAP to Registered Persons	RP's accessing building standards	RP's are more aware of the availability of standards	2 x awareness campaigns on how access building standards	1 x awareness campaigns on how access building standards			1 x awareness campaigns on how access building standards
		Establishment of a Knowledge Hub	Established Knowledge Hub	2 x Promotion of a Knowledge Hub		1 x Promotion of a Knowledge Hub		1 x Promotion of a Knowledge Hub
	Programme 7: Organisational excellence	Efficient and effective organisation		Achieve 90% of the targets under support services	90% of invoices are to be paid within 30 days of receipt of the invoice by the finance department	90% of invoices are to be paid within 30 days of receipt of the invoice by the finance department	90% of invoices are to be paid within 30 days of receipt of the invoice by the finance department	90% of invoices are to be paid within 30 days of receipt of the invoice by the finance department
					Issuing an invoice for all active RPs	Implementation of retention strategy	-	-
					50% of procurement awarded to service providers with a level 1 & 2 BEE rating	50% of procurement awarded to service providers with a level 1 & 2 BEE rating	50% of procurement awarded to service providers with a level 1 & 2 BEE rating	50% of procurement awarded to service providers with a level 1 & 2 BEE rating



Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
			An organisation that performs efficiently and effectively		-	Unqualified audit outcome	-	-
					Production of 1 Quarterly finance reports detailing actuals versus budget	Production of 1 Quarterly finance reports detailing actuals versus budget	Production of 1 Quarterly finance reports detailing actuals versus budget	Production of 1 Quarterly finance reports detailing actuals versus budget
					Generate a report on monitoring and review of system logs.	Generate a report on monitoring and review of system logs.	Generate a report on monitoring and review of system logs.	Generate a report on monitoring and review of system logs.
					Content Updating	Content Updating	Content Updating	Content Updating
					Resolved 90% of ICT queries received within the quarter within 24 hours.	Resolved 90% of ICT queries received within the quarter within 24 hours.	Resolved 90% of ICT queries received within the quarter within 24 hours.	Resolved 90% of ICT queries received within the quarter within 24 hours.
					Ensure 99% availability of the high-availability cluster during the quarter.	Ensure 99% of the high-availability cluster during the quarter	Ensure 99% of the high-availability cluster during the quarter	Ensure 99% of the high-availability cluster during the quarter
					Signing of performance agreements effective April 2026.	Conduct performance reviews.	-	Conduct performance reviews.
					Training of 5 employees.	Training of 5 employees.	Training of 5 employees.	Training of 5 employees.
								1 x organogram review
					3 x Employee recognition award conducted within 10 working days after the nomination month.	3 x Employee recognition award conducted within 10 working days after the nomination month.	3 x Employee recognition award conducted within 10 working days after the nomination month.	3 x Employee recognition award conducted within 10 working days after the nomination month.



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Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
					1 x Annual Excellence Award 1 x team building activities	2 x team building activities	1 x team building activities	
					-	-	-	Prepare and obtain approval of the SACAP activity calendar.
					For 80% of Council and Committee meetings, meeting packs are to be circulated 7 days before the meeting date.	For 80% of Council and Committee meetings, meeting packs are to be circulated 7 days before the meeting date.	For 80% of Council and Committee meetings, meeting packs are to be circulated 7 days before the meeting date.	For 80% of Council and Committee meetings, meeting packs are to be circulated 7 days before the meeting date.
					All Committees & Council minutes are produced within 14 working days after the meeting.	All Committees & Council minutes are produced within 14 working days after the meeting.	All Committees & Council minutes are produced within 14 working days after the meeting.	All Committees & Council minutes are produced within 14 working days after the meeting.
					Action list and resolutions submitted to the line managers within 14 working days after the meeting.	Action list and resolutions submitted to the line managers within 14 working days after the meeting.	Action list and resolutions submitted to the line managers within 14 working days after the meeting.	Action list and resolutions submitted to the line managers within 14 working days after the meeting.
					Finance: All queries acknowledged within an average of 1 working day. All queries are to be	Finance: All queries acknowledged within an average of 1 working day. All queries are to be	Finance: All queries acknowledged within an average of 1 working day. All queries are to be	Finance: All queries acknowledged within an average of 1 working day. All queries are to be



Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
					<p>resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention</p>	<p>resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>	<p>resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention</p>	<p>be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>
					<p>Legal:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>	<p>Legal:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>	<p>Legal:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>	<p>Legal:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>



Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
					<p>PSS:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>	<p>PSS:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>	<p>PSS:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>	<p>PSS:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.</p>
					<p>SR:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing</p>	<p>SR:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing</p>	<p>SR:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then an interim reply will be issued, informing</p>	<p>SR:</p> <p>All queries acknowledged within an average of 1 working day. All queries are to be resolved within an average of 3 working days. If such a reply cannot be issued within three working days timeframe, then</p>



Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4	
					a stakeholder that the matter is continuing to receive attention.	a stakeholder that the matter is continuing to receive attention.	a stakeholder that the matter is continuing to receive attention.	an interim reply will be issued, informing a stakeholder that the matter is continuing to receive attention.	
Impact 2	Programme 1: Enhanced value proposition of the architectural profession	Participations in industry panels and conferences	Informed stakeholder	Participate in 2 built environment industry events	1 x participation in the built environment industry event	1 x participation in the built environment industry event	-	-	
		Media coverage highlighting the contributions of the architectural profession to society and the economy	Informed stakeholder	2 x media coverage		1 x media coverage	1 x media coverage		
		Increased representation of designated groups in the register	Diversified register	2 x workshops on how to prepare RPL and special consent application	1 x workshop on how to prepare RPL and special consent application		1 x workshop on how to prepare RPL and special consent application		
	Programme 2: Greater diversity and inclusion in the profession	Research initiatives and engagements on the number of RPs from designated groups involved in state infrastructure projects	Practices involved in state infrastructure projects		-	-	-	-	-
		Advisory engagements with the relevant ministries	Architectural advisory engagement		-	-	-	-	-
	Programme 3: Continuity of	Education and training programmes to address		1 education and training programmes to address	-	-	-	1 x education and training	

Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4	
	education and professional development	developmental shortcomings	Upgrades through RPL	<u>developmental shortcomings in practice</u>				programmes to address developmental shortcomings in practice	
		Assessments for Recognition of Prior Learning	Assessed RPL portfolio	<u>Approve or decline RPL/SC 80% of applications within 90 working days</u>	Approve or decline RPL/SC 80% of applications within 90 working days	Approve or decline RPL/SC 80% of applications within 90 working days	Approve or decline RPL/SC 80% of applications within 90 working days	Approve or decline RPL/SC 80% of applications within 90 working days	
Impact 3	Programme 1: Effective and proactive enforcement of the Act and the code of conduct	Guilty verdict on matters referred to the Disciplinary Tribunal	Guilty verdicts	<u>80% of guilty verdicts on matters referred to the Disciplinary Tribunal</u>	80% of guilty verdicts on matters referred to the Disciplinary Tribunal	80% of guilty verdicts on matters referred to the Disciplinary Tribunal	80% of guilty verdicts on matters referred to the Disciplinary Tribunal	80% of guilty verdicts on matters referred to the Disciplinary Tribunal	
		Investigation of complaints of improper conduct against registered persons	Completed investigation	<u>Investigate 80% of complaints of improper conduct against registered persons.</u>				Investigate 80% of complaints of improper conduct against registered persons.	
		Reporting of unregistered persons within Gauteng who contravened the Act to SAPS.	Reported unregistered persons	<u>80% of criminal cases received from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.</u>	80% of criminal cases received from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.	80% of criminal cases received from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.	80% of criminal cases received from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.	80% of criminal cases received from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.	80% of criminal cases received from Gauteng Province must be registered with the SAPS within 30 working days from the date of the complaint receipt.
		Reporting of unregistered persons outside of	Reported unregistered persons	<u>80% of criminal cases received from outside the</u>	80% of criminal cases received from outside	80% of criminal cases received from	80% of criminal cases received from	80% of criminal cases received from	80% of criminal cases received



Impact	Outcome	Output	Output Indicator	Annual Target	Q1	Q2	Q3	Q4
		Gauteng who contravened the Act to SAPS.		<u>Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt</u>	the Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt	outside the Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt	outside the Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt	from outside the Gauteng Province must be registered with the SAPS within 60 working days from the date of the complaint receipt
	Programme 2: Collaborative and effective approach to regulation	Engagements with law enforcement agencies	Collaborative efforts	<u>8 engagements with law enforcement agencies</u>	2 engagements with law enforcement agencies	2 engagements with law enforcement agencies	2 engagements with law enforcement agencies	2 engagements with law enforcement agencies
		Engagements with other regulatory bodies to share best practices	Collaborative efforts	<u>4 x engagements and consultations with other regulatory bodies to share best practices</u>	1 x engagements and consultations with other regulatory bodies to share best practices	1 x engagements and consultations with other regulatory bodies to share best practices	1 x engagements and consultations with other regulatory bodies to share best practices	1 x engagements and consultations with other regulatory bodies to share best practices

-----End of Strategic Plan-----